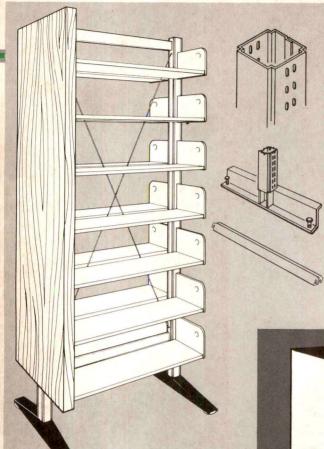
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WOMEN MANAGERS

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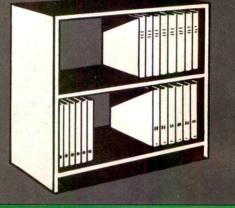
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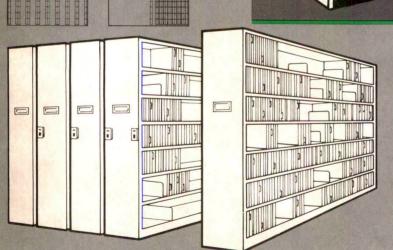
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# OCLC UPDATE

## The Online Union Catalog

# Growing in size... and in services

P4563

Since OCLC first offered online cataloging, OCLC and member libraries have cooperated to develop creative uses for the Online Union Catalog, the largest database of its kind. Recent resource-expanding services include the OCLC M300 Workstation and OCLC-developed software packages such as the Cataloging Micro Enhancer, as well as the Major Microforms Project and MICROCON.

The Cataloging Micro Enhancer streamlines many of the tasks associated with online cataloging and speeds the entry of new holding symbols into the Online Union Catalog. In finding new ways of applying technology, OCLC has accelerated cooperative database creation while making the use of the Online Union Catalog even more efficient and affordable for libraries.

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For information about these services, contact your participating network office or OCLC.



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## american libraries

Vol. 16, No. 1

January 1985

#### **WOMEN MANAGERS**

#### A special report compiled by Susan Brandehoff

- Woman at the top/ An interview with Marianne Scott, new director of the National Library of Canada, by Allen B. Veaner.
- How and why they manage/ Six women recently appointed to high-level library posts tell American Libraries about mentors, style, challenges, and the good and bad of being in the minority of top managers.
- A new director tests her mettle/ Merging two mega-libraries
  —what might have been thought of as a "man's job" not so long
  ago—is tackled by Patricia Swanson, new assistant director for
  science libraries at the University of Chicago.
  - 4 Page One/ Advice from Mr. Matters on library civility.
  - News/ California Library Association conference survives uproar over presence of publisher who denies Holocaust, reported by Susan Kamm; New rules on problem patrons stir ACLU protest; Live-ins keep college library alive; Virginia Lacy Jones dead at 72.
- 11 Image/ Can librarians break dance? A new feature highlighting the ways we're being seen by others, edited by Edith McCormick.
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- **30** Consultant listings/ The profession's only regular listing of consultant announcements celebrates its fifth anniversary.
- **ALA and You**/ Formerly "ALA Report," this department under the editorship of Lois R. Pearson underscores its emphasis on opportunities for Association members.
- Annual Conference housing/ The big one in Chicago is coming up June 6-11. Here's the housing and travel information you need, plus notes on fees, services, and Council agenda.
- The Source/ Selected resources for current awareness, including "Software Showcase," edited by Gordon Flagg.

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Cover: Marianne Scott, recently named National Librarian of Canada (p. 18).

## the editors' page one

## Mr. Matters on library civility

**Dear Mr. Matters:** What does matter as we librarians enter a new year of challenges and change? Do you believe that civility in libraries is a matter of significance, or is computer literacy more important?

Gentle Librarian: Library civility is always the most important matter. In the past year, shocking numbers of people have been discouraged from library use—not to mention harassed, abused, nauseated, and stabbed—owing to breakdowns in library civility.

Computer literacy? As with all bogus literacies, it can only follow upon true literacy, "which carries with it the capacity and the opportunity to select one's own sources of knowledge and to enjoy a private, individualized experience of pleasure and self-instruction.\*

In short, an atmosphere lacking in civility can sustain no form of library literacy whatsoever.

Dear Mr. Matters: What is a proper means of ensuring library civility?

Gentle Librarian: A special police officer protecting the

\*From Books in our future, a new report to the Congress. See p. 7, this issue.

building and contents against fire, theft, and wanton destruction, conducting inspections to detect and report unlawful or unsafe actions and conditions, maintaining order through appearance, representation, and exercise of authority, bearing arms, working indoors or outdoors and 16 consecutive hours when the occasion requires, and being responsible for the safety of others in the worst of circumstances.

Is that some sort of joke, Mr. Matters?

No, Gentle Librarian; it's a Library of Congress job description for vacancy no. 40671 (Sept. 1984), "Special Police Officer," slightly condensed. It is also what many fed-up library workers are asking of their administrators.

Dear Mr. Matters: The Ann Arbor (Mich.) Public Library has recently issued a set of Rules for Behavior in the library along with staff Guidelines for Handling Problem Patrons. The rules have generated much sensational publicity for prohibitions such as: "disturbance of other library patrons and interference with other library patrons" use of the facilities through extremely poor hygiene." At what point, Mr. Matters, does poor hygiene become extreme enough to justify expulsion from the library?

Gentle Librarian: When an individual's aroma makes the Lion House smell like Shalimar. At that point I would rule—as does Ann Arbor Public Library—that the individual be gently told to leave, but only until the problem is corrected. The Ann Arbor rules (reported in the news section of this issue) are wise, humane, and above all civil—a model for libraries wishing to balance the conflicting rights of the washed and unwashed.

**Dear Mr. Matters:** Sleeping in the library may be a breach of good manners, but is it not a form of expression protected by the Constitution?

Gentle Librarian: Mr. Matters is not a lawyer, but consider the Supreme Court's ruling last June that the National Park Service could ban sleep-in demonstrations in White Housearea parks without violating free-speech rights. Justice Byron White said in the majority opinion that sleep can be "expressive conduct protected to some extent by the First Amendment," but government has a "legitimate interest" in "maintaining the parks in the heart of our capital in an attractive and intact condition." Have libraries not a legitimate interest in maintaining some small vestige of attractiveness in the people's universities, the temples of learning, the cultural living rooms of the community?

Are you suggesting, Mr. Matters, a return to authoritarian librarianship, a regression to the fearsome stereotype?

No, Gentle Librarian; merely the abandonment, once and for all, of a Milquetoast approach to rotten library behavior. Clearing the air, literally, of this blight on all our good work would be an excellent way to start the new year. —A.P.

## New & Unusual



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## in the news

## "Holocaust hoax" publisher barred from annual convention of California LA after controversy spreads through state

Association reexamines its policies on exhibits and programs

#### by Susan Kamm

THE 86TH ANNUAL CONFERENCE of the California Library Association (CLA) opened at the Westin Bonaventure Hotel in downtown Los Angeles Dec. 1 in an atmosphere charged with emotion. In hotel corridors, membership meetings, and council, some 2,100 librarians, library supporters, commissioners, and vendors discussed the association's cancelation of a table exhibit and program scheduled by Truth Missions Publisher David McCalden, who denies the Nazi Holocaust ever occurred.

Just two weeks earlier, a storm of protests from Jewish organizations, the Los Angeles City Council, California Assembly Speaker Willie Brown, and Los Angeles Mayor Tom Bradley had led CLA to ban McCalden from the conference for the second time.

McCalden's involvement with CLA began back in 1983, after Torrance (Calif.) Public Library Director James Buckley rejected a Banned Books Week exhibit of materials proposed by McCalden. Buckley turned down the exhibition because, he said, the collection was one-sided and made up of little-known books by obscure authors. McCalden took his case to the CLA Intellectual Freedom Committee.

#### McCalden requests a platform

In the course of reviewing the Torrance case last March, an Intellectual Freedom Committee member suggested inviting Truth Missions to exhibit at the CLA conference. CLA sent McCalden the regular exhibitor's packet, which offers meeting space to present programs. McCalden signed the contract and returned it with his payment. McCalden also applied for a meeting room to provide "an overview, from several speakers, of the severe censorship and intellectual terrorism which inhibits any objective, open discussion of this controversial subject"—i.e., did the Holocaust happen?

CLA Executive Director Stefan B. Moses referred McCalden's request to the Confer-

Susan Kamm, a 1967 graduate of the University of California/Los Angeles School of Library Service, has been a law library consultant in Los Angeles since 1977. A member of the Intellectual Freedom Committee in both ALA and CLA, Kamm prepared this report on assignment from *American Libraries*.

ence Program Planning Committee, which included CLA President Bernard Kreissman, library director at the University of California/Davis, and President-elect Linda M. Wood, director of the Riverside City and County Public Library. The committee approved the program in August.

Despite some opposition to the Truth Mission presentation at the CLA Council meeting in September, no one moved to reject it. However, Friends of California Libraries President Marie Brown brought the program to the attention of the American Jewish Committee, which sent a protest telegram. After meeting with Jewish officials in Los Angeles, Moses and Kreissman polled the CLA conference planning group Sept. 26. Its members agreed to cancel McCalden's exhibit table and program.

#### Both sides threaten trouble

McCalden then threatened to sue CLA. On the advice of the association counsel, the Conference Program Planning Committee voted to rescind the cancelation Oct. 26. Moses talked to Los Angeles police department representatives, who assured him that "no security problems existed at that time."

Under a page-wide banner headline, "Library Group to Hear Claim that Holocaust is 'Myth', '' the Los Angeles Times reported Nov. 13 that Jewish leaders planned a massive demonstration against the McCalden appearance at the Bonaventure. The story prompted increased protests from the Jewish community and other irate citizens.

On Nov. 16 Los Angeles police told Moses that "severe security problems exist ... and (we) cannot guarantee the safety" of the conference. According to one source, the police department's about-face resulted partly from the Jackson brothers' Victory Concert scheduled at Dodger Stadium during the conference. On Nov. 16 also, two Jewish members of the Los Angeles City Council introduced an anti-CLA measure. The city council adopted a resolution stating that since the Calfornia Library Association had failed to respond to protests from Jewish leaders and citizens of all faiths, "the Los Angeles City Council goes on record that while we must protect the right of all Americans to express their views, there is no obligation to provide the forces of hatred such respected platforms. We therefore call on the California Library Association to recognize their grave error of judgment and urge them to remove these individuals from their program.

"Further, that whatever city participation in the California Library Association, formal or informal, be *immediately severed* in protest of the [CLA] action."

The Los Angeles Public Library Board of Commissioners immediately informed CLA that the commission planned to follow suit. According to Moses and Kreissman, the commission had to act because it happened to be in session that day.

"I would venture to say that virtually every member of this association is angry about at least one aspect of this situation and how it was handled."—California Library Association President Linda M. Wood.

Faced by the city's threat to withdraw from CLA and the possible implications for the conference and association as well as the strong possibility of mass picketing, demonstrations, physical violence, and other disruption of the conference, Moses and Kreissman decided Nov. 19 to cancel McCalden's participation. The same day, the Los Angeles City Council rescinded its resolution.

In the CLA letter of cancelation, Moses pointed out a contract clause stating: "The association reserves the right to restrict exhibits that may be objectionable or to order the removal of any portion of an exhibit which in the judgment of the association is detrimental to or detracts from the general order of the exhibits. This applies to persons advertising or soliciting, or anything of a similar nature."

#### ALA members recall The Speaker

When the CLA conferees met at the Bonaventure, the Truth Missions issue was the number-one topic. Some CLA members claimed they would have boycotted the conference if McCalden had been allowed to appear, others said they would not have crossed the picket lines of the Holocaust survivors who planned to march.

American Library Association members were reminded of the scenario of *The Speak*-

#### On the CLA program:

#### One-minute management: a one-minute summary

The following summarizes the December 4 remarks of Robert L. Lorber, president of RL Lorber and Associates, and co-author of *Putting The One Minute Manager To Work*, at the CLA meeting. Jim Buckley, city librarian for the Torrance Public Library, introduced Lorber and prepared this report for AL. The program was presented by the City Librarians' Chapter.

The One Minute Manager, by Kenneth Blanchard and Spencer Johnson, spawned Putting the One Minute Manager to Work, by Blanchard and Robert Lorber, Lorber said. He began by discussing the major strategies in his book. The three secrets to becoming a successful One Minute Manager are 1) "One Minute Goal Setting": Concepts should be expressed by writing down specific goals in 250 words or less; 2) "One Minute Praising": The key to learning is immediate feedback. Let people know specifically how you feel. Make what you want to happen make a difference; and 3) the "One Minute Reprimand," which also must be specific and immediate. You must support a person following the reprimand. Attention should be given to the error versus management style.

Performance can be based on the "ABC Model"—Activators, Behavior, and Consequences. Activators include training, instruction, and orientation. Behavior must be observable and countable in order to be encouraged or corrected. The manager's

emphasis should be placed in consequences, which can only be something good, something bad, or nothing at all. Performance will increase or at least be maintained if something good happens. If something bad happens, performance will decrease. If nothing happens, the consequences will initially be neutral or slightly positive, followed by a drop in performance. The manager's job is to make performance make a difference. How do you train winners? You need to "catch them doing something right or approximately right." Tell them what you want them to do, show them good performance, observe, and redirect.

Five factors affect the level of performance in any system: 1) Accountability: Are subordinates' goals and priorities compatible with yours? Do they know what they are responsible for? What methods are established to follow up on delegated responsibilities? 2) Performance Data or graphs: Do you have performance measures that are understood by the employee? How is the performance data collected and how is it used? 3) Feedback: Is data utilized? What data is received at what levels? What is your ratio of positive to negative feedback? 4) Recognition based on data: Do you give recognition other than money and promotions? Are top performers treated differently than mediocre performers and do they perceive the difference? What happens when an employee is not performing to expectation? 5) Training, technical and managerial: Do you have established methods of defining manage-and-employee-skills levels? How are skills needs met and how do you follow up training?

Lorber then outlined the PRICE System, a step-by-step approach for improving performance. The "P" stands for "Pinpoint." To improve productivity, the performance area must be determined or pinpointed in specific, measurable terms to affect quantity, quality, cost, and timeliness. "R" stands for "Record." Measure the current performance level in steps on a graph and follow it up. "I" stands for "Involve." Performance goals and strategies for coaching and evaluation should be agreed upon. People should be dealt with individually. "C" is for "Coach." including an ongoing observation of performance and management of consequences. The three areas of coaching are rewards in the form of activities, items such as salary or "perks," and social recognition. "E" stands for "Evaluate," tracking performance progress and determining future strategies. This approach involves performance planning and day-to-day coaching followed by an evaluation. The PRICE System stresses that implementation and followthrough, not just briefing, are important in the learning process.

#### (CLA report continued from p. 5.)

er, a film produced by the ALA Office for Intellectual Freedom; others recalled the bitter controversy over the film at the 1977 ALA Annual Conference and 1978 Midwinter Meeting.

Outgoing President Kreissman reviewed the chronology of the issue at the first membership meeting Dec. 3. If the Truth Missions program and exhibit had not been canceled, he said, the hassles and harrassment of conferees and exhibitors might have caused a total shambles at the conference.

CLA had been placed in a no-win situation, incoming President Linda Wood said. When the Program Planning Committee originally approved the Truth Missions application, its members foresaw controversy, but they did not expect it would spread to the larger community with such intensity and passion. Nor, she said, did they anticipate the political pressure from elected officials on all levels.

"I would venture to say that virtually every member of this association is angry about at least one aspect of this situation and how it was handled," Wood said. She appealed to CLA members "not to let this anger degenerate into a series of recriminations, blame-placing, or endless debate. Let us transcend the anger and frustration about

what has occurred and work together to see what we can learn from this situation about policy and procedural problems in our association which need correction."

Wood suggested CLA should improve its policy on vendor-sponsored programs at conferences, clarify its policy on conference program content, consider its decision-making process, and clarify the responsibilities of its officers in speaking for the association. She pledged prompt review of the issues by CLA committees, with reports due at the council meeting in May.

CLA Attorney Robert Cassell told membership that the verifiable threats of unlawful and felonious conduct could not be ignored in making the decision to cancel. He felt the First Amendment was not involved because CLA is a private organization.

CLA members expressed anger at the Los Angeles city officials who had attempted to intimidate CLA by threatening to "divorce" the Los Angeles Public Library and its staff members from the association. The library withdrawal would have cost CLA some \$13,000 in dues revenue. Renee Weisenberg, librarian at the Pacific Palisades branch, pointed out the need to educate public officials about infringement of rights.

Membership asked the CLA Intellectual Freedom Committee to develop a motion

expressing the association's displeasure with the attempts at intimidation.

By the time the CLA Council met the next morning, however, some of the anger had apparently dissipated. Los Angeles City Librarian Wyman Jones and California State Librarian Gary Strong warned against a resolution that might have a detrimental effect on funding and other support for library programs.

CLA Past-President David Sabsay, director of the Sonoma County Library, introduced a resolution asking membership to withhold any action critical of elected officials. His resolution, which was passed unanimously, states:

"The council . . . is cognizant of the strong feelings of membership in regard to statements of certain local and state government officials pertaining to the association's involvement with Truth Missions;

"... council also recognizes the right of these officials and agencies to speak on issues of public policy;

"... council has a sense that the matter is largely an internal one, to be dealt with by the appropriate mechanisms of the association:

"... therefore council wishes to go on record as urging membership to withhold any actions or statements directed toward individuals and agencies outside this organization."

When membership reconvened Dec. 4, Jones and Strong repeated their statements. The council resolution was moved and passed without further discussion.

After the vote, McCalden suddenly made his presence known by asking to speak to the membership. Since he is not a CLA member, a member would have had to seek permission from the membership on his behalf. No one offered to secure the floor, so the issue was declared closed.

Aside from the Truth Missions issue, the CLA conference offered a variety of workshops and programs on management techniques, microcomputers, and fundraising. Former Olympic medalist Olga Fikotova Connelly, who has designed a model literacy program, keynoted the Friends of California Libraries luncheon program, and former state librarian Carma R. Leigh spoke at a dinner commemorating the 75th anniversary of the California County Library Law. The menu replicated one served at the 1909 CLA conference.

Holly Millard, director of the Metropolitan Cooperative Library System headquartered in Altadena, was elected CLA president-elect 1985 – 87.

## Local press defends Ann Arbor PL behavior rules banning problem patrons

The Associated Press spread the word across the nation Dec. 1 and even the London Telegram picked it up: The Ann Arbor (Mich.) Public Library proposes to ban sleepy and extremely smelly patrons. The American Civil Liberties Union, AP reported, feared the library would discriminate against homeless people and questioned the content of the rules.

Library Director Ramon R. Hernandez told reporters that indigent persons were not the problem and that a set of new rules and guidelines "have to do with what seems reasonable conduct in a public area." Both the Ann Arbor News and the Michigan Daily, edited by University of Michigan students, agreed. "Library is not a social service agency, has right to adopt conduct rules," a News headline editorialized. The Michigan Daily called the guidelines "logical extensions of general library etiquette, federal, state, and local law clearly spelled out." Moreover, it pointed out, "the library has a track record of being extremely sympathetic to the plight of the homeless library patron.'

The 31 rules and regulations for patron conduct in the library were authorized Nov. 14 by the Ann Arbor Board of Education, which governs the library. The code and staff guidelines were prepared following a ninemonth study involving the board, library staff, legal counsel, a citizens advisory committee, and school district officials.

### IMAGE: How they're seeing us

A recent TV Guide profile of Mary Cadorette, new love interest in the ABC sitcom Three's a Crowd, began with the title page shown here.

#### She Stood Out-Like a Librarian at a Break-Dancers' Convention



Nancy Olson, cataloging librarian at Mankato (Minn.) State University, was concerned about the connotation. She tore the page out of the Nov. 3 issue and sent it to

AL with the note: "May we assume she 'stood out' because of the excellence of her dancing?"

"Every time they need a stuffy image, the media drag out a librarian," Olson told AL. She remarked that librarians should "do more to protest, like other groups do."

Rosalyn Mack, a library science student at the University of Wisconsin/Madison, did write the magazine an angry letter. Published Dec. 1, it called for an enlightening look at swinging Madison librarians by author Bill Davidson. Mack told AL she was most annoyed because the author merely "whipped out the easiest simile."

The objectionable sentence, in context, began, "In the generalized t & a atmosphere of *Three's Company* [the show from which *Three's a Crowd* evolved], Mary stood out like a librarian at a breakdancers' convention." Davidson then characterized the actress as beautiful, witty, dignified, and having "the theater experience to play a deep-seated emotional relationship" with actor John Ritter.

The question is, how bad was the image? Was the author thinking of librarians as too uptight to dance? Did the headline writer take a cheap shot? Or is class and beauty a new twist on an old stereotype?

Seen a media image of librarians lately? Please share it with Edith McCormick, AL, 50 E. Huron St., Chicago, IL 60611.

The Ann Arbor Public Library, Hernandez told *AL*, is located downtown in a city of over 100,000 in a metropolitan area of some 200,000. AAPL is one of the five busiest libraries in Michigan.

Hernandez, who directed the Wisconsin Rapids (Wis.) Public Library before moving to the Ann Arbor post in 1983, said his staff has noted an increase in behavior problems in recent years, which required the hiring of a security guard in the evening. In the past year, several women complained of being harassed, a female high school student was sexually harassed, a fight broke out between two patrons, and a plate glass window was smashed.

The new rules prohibit fighting, drugs, weapons, gambling, alcoholic beverages, and harassment of others in the library. Rule 17 states that AAPL policy prohibits "the disturbance of other library patrons and interference with other library patrons" use of the facilities through extremely poor personal hygiene." The penalty: "Out until problem is corrected" but the Superintendent of Schools Office must be consulted before any action is taken. If the library is crowded, patrons who sleep for more than 10 minutes receive two warnings before being asked to leave.

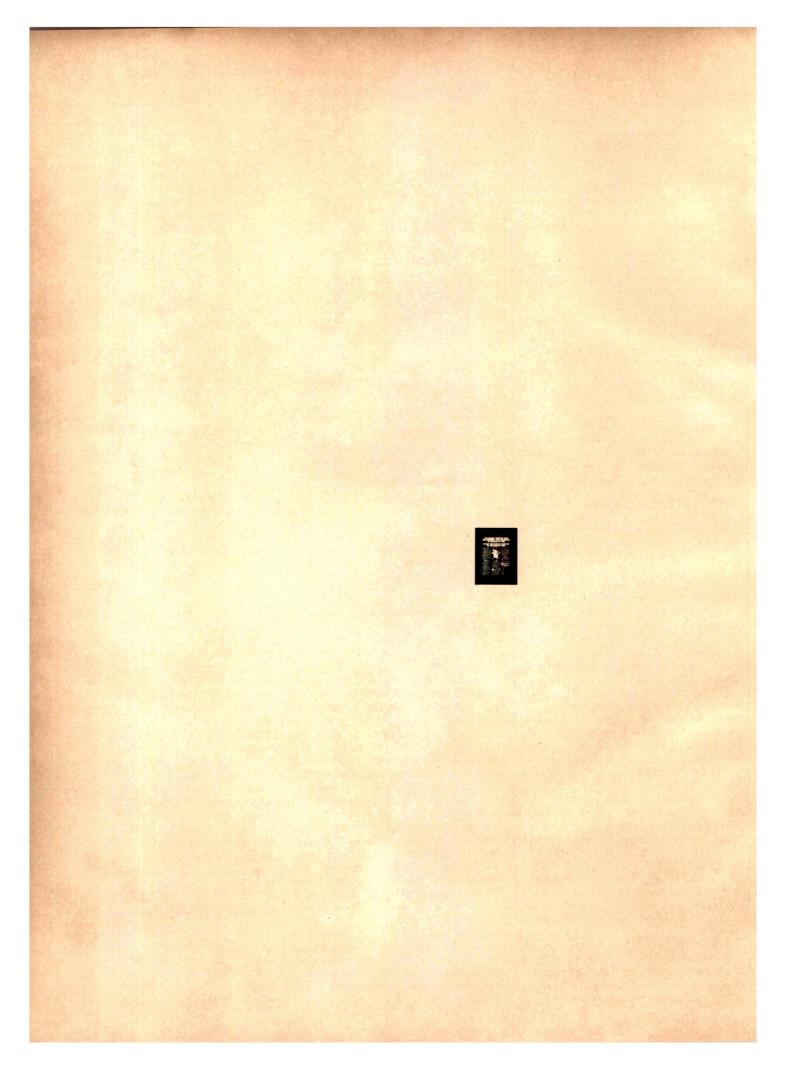
The News editorial concluded: "When Hernandez says that every situation will be approached on an individual basis and that there is no discrimination against any group, he should be trusted to use his and his staff's judgment wisely. That trust is not misplaced. The library will be a better place for a set of reasonable rules which, if anything, are overdue."

Hernandez, an ALA member, offers to send copies of the 5-page Policy/Rules and the 10-page Staff Procedures, including a flow chart for handling problem patrons, for a 54-cent stamped, self-addressed 9-by-12-inch envelope plus \$1 for photocopying. Address Ramon R. Hernandez, Director, Ann Arbor Public Library, 343 S. Fifth Ave., Ann Arbor, MI 48104-2293.

## Books in our future report tells Congress: Save libraries!

In 1983 Congress asked the Librarian of Congress to study, under the auspices of the Center for the Book, the changing role of the book in the future. On December 7, Librarian of Congress Daniel Boorstin delivered

(Continued on p. 10.)



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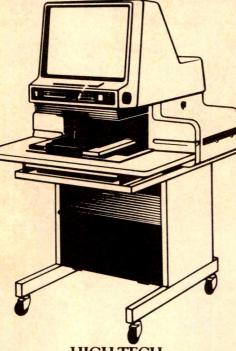
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that report to Sen. Charles McC. Mathias, Jr. (R-Md.), chair of the Joint Committee on the Library, thus assuring that Congress will have an informed and articulate argument for legislation favorable to *book* literacy and libraries.

Available as an attractive 50-page paper-back from the Superintendent of Documents (S/N 052-070-05978-8, \$2.50), Books in Our Future draws on recent book and library research and the expertise of its Advisory Committee, which includes ALA Executive Director Robert Wedgeworth and other librarians as well as noted authors, publishers, booksellers, scientists, educators, and scholars.

Early in its first section, which sings the praises of the "uncanny, mysterious, inestimable, overpowering, and infinite" book, the report takes a swipe at government priorities:

Libraries are too often given a low funding priority—below sewage, street maintenance, and police. In the very neighborhood where people most need constructive leisure and self improvement activities, libraries often cease to be accessible, though they could serve as avenues to upward mobility, as antidotes to juvenile delinquency, and as the most open of universities. While our budget for defense increases and while the weapons of defense become ever more sophisticated, requiring literate citizens to operate them, the facilities to help Americans become literate and remain literate do not keep pace.

The report defines the problems of illiter- and an excellent library.

acy and "aliteracy" (the ability to read but not the desire), describes the limited role of new technologies in fighting these twin menaces, and lists in detail what citizens, government, and the Library of Congress itself are doing and can do to abolish illiteracy in the United States by 1989.

Among the most ambitious suggestions is for governmental bodies to develop a "literacy impact statement" for measuring the effect of new legislation on the world of reading and learning.

A transmittal letter notes that the report's conclusions are those of Daniel Boorstin and that "some advisors do not agree with some of the conclusions." Supplemental views will be published this year, and further coverage will appear in AL.

## Community activists reopen university library in B.C.

When the British Columbia Ministry of Education announced Jan. 4, 1984, that David Thompson University Centre (DTUC) would close its doors at the end of the spring semester, residents of Nelson as well as faculty members and students protested.

The university was the only post-secondary degree-granting institution in British Columbia's rugged interior, they argued. Moreover, DTUC had Canada's only comprehensive rural education program as well as creative fine arts and humanities programs and an excellent library.

Nelson townspeople and residents of the area on the west arm of Kootany Lake formed the DTUC Action Committee to save the university. They determined that the library, at least, should continue operating. "The books belong here; many of them were gifts from local people," a spokesperson said. The research collection is too valuable to be broken up, she added. The small Nelson Public Library can house only popular materials.

On April 26, seven intrepid protestors strolled into the library and launched a sit-in. The Nelson City Council undertook to mediate between the ministry and the DTUC Action Committee. The university was closed on schedule, but the occupation lasted until mid-July, when the city was able to promise the books would remain in the library.

An 18-month lease agreement, finally signed Nov. 1, provides that the city take responsibility for outside maintenance, sending snowplows and removing garbage. The province furnishes heat and light.

With local publicity provided by the Nelson Daily News, the volunteer DTUC Library Committee formally opened the library to the public on Nov. 28. Committee member Roberta Griffiths, a former schoolteacher, told AL that the six-member group includes a retired librarian and a former faculty member. Through a federal employment program, the committee has engaged a former DTUC acquisitions librarian to return to work. The committee has also applied for a Canadian Works Grant.

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#### Virginia Lacy Jones 1912 – 1984

Virginia Lacy Jones, former dean of the Atlanta University library school and an honorary member of the American Library Association, died Dec. 3 at age 72.

Born in Cincinnati, Jones earned a library degree at the University of Illinois and a doctorate at the University of

Chicago. While working as a catalog librarian at Atlanta University, she began teaching at the library school and was appointed dean and professor in 1945.

During Dean Jones' 36-year tenure, the university trained more than 1,800 black librarians, more than any other school in the country, according to the present dean, Lorene Brown.

Jones served 10 years on the ALA Council between 1946 and 1969 and on the Executive Board in 1970 – 76. Her 1976 honorary membership award citation stated: "In your pursuit of excellence for librarianship, you have conducted institutes, persuaded foundation officials, pressured state library associations to drop discriminatory practices, and insisted that your students demonstrate both commitment and scholarship." She also won the Melvil Dewey, Joseph E. Lippincott, and Beta Phi Mu awards, among many others.

After retiring as dean in 1981, Jones was named the first director of the new Atlanta University Center library. Illness forced her to resign last September.

On Dec. 5, the day before the funeral, Jones' body lay in state on the university campus. Contributions in her memory may be set to the Virginia Lacy Jones Scholarship Fund, School of Library and Information Science, Atlanta University, Atlanta, GA 30322.

than \$2 million in pledges could be "just thrown away" if the proposal was defeated. Library opponents argued: "Dump the Dumpsite."

The day after the project was approved, library supporters turned a symbolic three shovelsful of dirt, Westport Public Library Director Joan Turner reported. Construction began officially Dec. 10, with completion promised by next Christmas.

#### Clothing store clerk named librarian.

To replace Librarian Cheryl Petek, who resigned, the East Grand Forks (Minn.) Public Library Board advertised Sept. 5 for a college graduate with experience. Eleven women and two men responded, 12 of whom had degrees, some in library science.

The board gave the position to Robert Campbell, a 55-year-old clothing store clerk who lacked a degree but had served on the library board for 15 years. On Oct. 1, after his store had invited the entire community of 10,000 to a farewell coffee party, Campbell began working at the library. His salary: \$18,000; \$1,700 more than Petek had received.

Unsuccessful applicants threatened to sue, accusing the library of violating civil service procedures. East Grand Forks residents, including the former mayor, charged the board with chauvinism and discrimination. From across the Red River, the Grand Forks Herald bade its neighbors to behave properly.

In November the city council mandated that future librarians be hired by civil service rules and asked the library board to reconsider its decision to hire Campbell. The library board reaffirmed its decision.

At the Dec. 4 city council meeting, more than 430 petitioners asked the council to support the board, saying the trustees had acted in good faith and the best interests of the community. The council took no action, pending an advisory ruling on the civil service requirement from the state attorney general's office.

William Asp, director of the Minnesota Library Development Office, told the media that East Grand Forks is not required to hire an accredited librarian because it chooses to remain independent of the statewide regional federation. "Our position is that a library administrator needs the educational background as well as administrative experience," Asp said.

**Academic rights confirmed.** Early in November, the U.S. Supreme Court rejected an appeal to reconsider a West Virginia court ruling favoring E. Jean Orr (*AL*, Feb., p.72).

Librarian Orr had been fired from her job at West Virginia Northern Community College in 1976 after complaining about the design for a new library. A county court awarded her \$23,760 in personal damages, and the West Virginia Supreme Court upheld the ruling; but the college administrators took

Volunteers staff the library 20 hours a week, including Friday evenings and Sunday afternoons. "We've had a steady trickle of high school and college students and others who want to do research," Griffiths report-

With apologies to Chaucer, library committee member Sam Dodds, a retired government employee, has chronicled the sit-in in *The Sedentary Tales: Nelson's DTUC Story*. Illustrated with medieval-style drawings, the 19-page saga begins:

"Whenas cool April showers had ceased to damp us,

and warm sun lit the daisies on the

A motley crew of seven sly and wary Pilgrims hit the university library.

All slipping through the sideways entrance door,

They dropped their bedrolls on the floor. . . "

Copies of *The Sedentary Tales* are \$3 each, payable to the DTUC Support Society, from Sam Dodds, POB 200, Nelson, B.C., Canada VIL 5P9. All proceeds beyond printing costs will be donated to the cause of arts and humanities education in Nelson.

#### news in brief

Controversial site divides town. In a hotly contested referendum in Westport, Conn., Nov. 21, townspeople voted 3,741 to 3,419 in favor of appropriating \$4.5 million for a new library, The issue, which brought out 42 percent of the eligible voters just two weeks after the national election, was not the money but the location.

The site is a sanitary landfill used as a parking lot adjacent to the historic downtown green and the picturesque Saugatuck River, near the now overcrowded library. The Westport Taxpayers Association called the referendum by obtaining 3,000 residents' signatures because it considered the location terrible and perhaps dangerous—20 years ago it was a garbage dump. The association also thought that the contemporary design, by Gwathmey Siegal & Associates of New York City, is too trendy.

Both sides employed Madison Avenue techniques in their campaigns. The library board chairperson warned that 10 years of planning, \$500,000 in environmental, consulting, and architectural costs, and more

In the News

the case to the top.

Orr, who now directs the Miracle Valley Regional Library System in Moundsville, W.Va., told AL that during the long court battle she found it encouraging to read about librarians fighting similiar situations. She hopes the Supreme Court confirmation will encourage others.

A Pratt facelift. Work began in November on a \$3.2 million renovation of the 51-year-old Enoch Pratt Central Library in Downtown Baltimore. The major modification was recommended after a study of space needs by Becker and Hayes of California; architects from Ayers-Saint, Inc., of Baltimore and Perry, Dean, and Rogers of Massachusetts designed the plans.

Because Pratt is a State Library Resource Center, Maryland is providing \$2.7 million.

Mayor Donald Schaefer allocated an additional \$500,000 to improve the facade, landscaping, lobby, and Central Hall. The guard's stations and security system will be rearranged so that the entrance looks, in Schaefer's words, "less like a jail."

Library service will continue throughout the renovation, which is scheduled for completion in 1986.

Trash haulers angels of outreach.

After Los Angeles County budget cuts eliminated school librarian positions a few years ago, Santa Fe Springs City Manager Don Powell asked the Consolidated Trash Haulers to help the public library reach out to the

schools. In Sept. 1983, the seven trash haulers donated \$32,500 to launch a program conceived by Santa Fe Springs Public Library Director Victoria Musmann. Schoolchildren named the project Read-N-Roll.

Focal point is a Ford van equipped with a hydraulic lift that facilitates delivery of book carts from the library directly into school classrooms. The van visits 11 schools in the Santa Fe-Norwalk area every fortnight, carrying book carts and a librarian who gives book talks and library instruction.

"We've developed a nice relationship with the haulers," Reference Librarian Helen Fliegelman reported. "Last June the men came to a party we gave the children," she said. In September, the trash haulers contributed another \$26,700.

#### QUICK BIBS: New and recent books on a timely topic Bill Ott, compiler

#### CHINA

Calculator-carrying businesspeople may have been the first Westerners to take advantage of detente with the Chinese, but typewriter-toting writers weren't far behind. Books on all aspects of Chinese life have been appearing at a steady clip since Richard Nixon normalized relations with the People's Republic in the 1970s, but recently the pace has quickened. The following titles, all published in 1984, required a depth of research that would not have been possible only a few years ago. They include reflections on the new, capitalist-influenced China as well as a wide range of biographies and travel literature. There's much more to China than ping pong, and finally Western writers have had the opportunity to see it for themselves.

Miller, Arthur. Salesman in Beijing. Viking, 1984, \$16.95. (0-670-61601-X, 83-47999)

It seemed strangely appropriate last year when Arthur Miller journeyed to Beijing to direct Pooth of a Salesman After all a

when Arthur Miller journeyed to Beijing to direct Death of a Salesman. After all, a Communist country with its arms open to American business should know something about Willy Loman. Miller's account of his experience is a fascinating record of how the arts can provide a bridge between cultures.

Myrdal, Jan. Return to a Chinese Village. Pantheon, 1984, \$13.95. (0-394-537742, 83-24967)

For the third time, veteran Sinologist Myrdal has traveled to the Shaanxi village of Liu Lin to examine the nature of daily life there. A supporter of the much-criticized Cultural Revolution in the 1960s, Myrdal is less pleased about the competitiveness he now finds endemic to this revisionist era.

Palaces of the Forbidden City. Comp. by Yu Zhuoyun. Viking, 1984, \$72.50. (0-670-53721-7)

The Forbidden City of Beijing was the seat of

TO GET RICH
IS GLORIOUS

CHINA IN THE 80'S

THE NEW YORKER
REPORTS ON CHINA

ORVILLE SCHELL

The new China, as observed by Orville Schell, is a curious melange of individual enterprise and Western commercialization.

imperial rule in China from the 15th to the 20th centuries. This spectacular guide to the city's treasures combines a detailed essay on its history with a series of stunning color photos showing its magnificent architecture and beautiful decoration.

Schell, Orville. To Get Rich is Glorious: China in the 1980s. Pantheon, 1984, \$15.95. (0-394-53952-4, 84-42697)

Originally serialized in the New Yorker, Schell's firsthand account of China's attempt to "modernize" itself provides a compelling vision of a country in transition. From the purity and discipline of the Long March to the appearance of Avon cosmetics on Beijing

department store shelves, modern Chinese history has never been short on surprises.

Snow, Helen Foster. My China Years: A Memoir. Morrow, 1984, \$17.95. (0-688-00786-4, 83-13477)

This memoir by Helen Snow is another in the long line of valuable books on Chinese affairs by one of our most trusted China watchers. Writing with quiet dignity, she chronicles her naivete as a young woman in China, her friendship with Mao, her travels with the Red Army, and much more. She was married to the late Edgar Snow.

Terrill, Ross. The White-Boned Demon: A Biography of Madame Mao Zedong. Morrow, 1984, \$12.95. (0-688-02461-0)

Madame Mao Zedong's career is a study in contrasts: Once among her country's most powerful leaders, she now languishes in prison, waiting for the political winds to shift one more time. Terrill's biography captures the turbulence of Chinese politics as seen in the life of a most formidable woman.

Terry, Edith. The Executive Guide to China. Wiley, 1984, \$14.95 (0-471-88611-4)

Need a market for a just-invented widget? How about the People's Republic? Business Week reporter Terry provides all the pertinent data: how to establish contacts with the Chinese business community, what to expect from a Chinese copy machine, and how to translate widget into pinyin.

Wilson, Dick. Zhou Enlai: A Biography. Viking, 1984, \$17.95. (0-670-22011-6, 83-47928)

The factional skirmishing that has dominated Chinese politics since the revolution is carefully delineated in this biography of the late premier. Zhou emerges here as a wily politician who was able to weather numerous attempts to undermine his power.

Bill Ott, who writes this column freelance for American Libraries, is books-foradults editor of ALA's Booklist magazine.

## \_\_\_action exchange=

#### Campaigning against vandalism and tossing the shelflist

Q. How can we educate students and faculty members about the negative results of theft or mutilation of materials? What commercial sources produce posters on vandalism? What other efforts can academic libraries suggest? Norma Levy, Chair, Task Force on Vandalism, Sarah Byrd Askew Library, William Paterson College of New Jersey, Wayne, NJ 07470 (AL, Nov., p. 732).

A. I recall reading about a medical school library exhibit that displayed mutilated and vandalized books with costs involved for the library and users. Staff noted a decline in mutilations for some time after the exhibit.

Our library has found that vandalism and mutilation vary in direct relationship with the quality of photocopies and the breakdown frequency of the photocopiers. I recommend purchasing or renting top quality photocopiers and contracting with the best maintenance service in town.

Finally, U.S. Army Technical Manual 5-807-7 Color for Buildings (GPO, 1974) may help solve vandalism in rest rooms. It recommends: "In toilet areas... bright walls will look clean. However, deeper accent colors on toilet stalls will discourage marking." Colors shown in the illustration are maroon, royal blue, and utility gray. Unsigned.

A. The LOEX Clearinghouse, the national library instruction exchange, has compiled a package of sample materials produced by academic libraries relating to educating library users about proper library behavior, including use of materials. You may borrow it free.

LOEX would also like to receive sample copies of posters, handouts, and program descriptions from other libraries that

have successfully taught proper library behavior. Carolyn Kirkendall, Director, LOEX Clearinghouse, Eastern Michigan University Library, Ypsilanti, MI 48197.

A. The Illinois Cooperative Conservation Program markets a \$4 poster, "Use and Enjoy but Don't Destroy," and a \$9.50 set of seven posters called "Save-A-Book" through the Morris Library, Southern Illinois University Library at Carbondale, IL 62901.

Jon Kennedy Cartoons, 301 Donaghey Bldg., Little Rock, AR 72201 sells four poster sets specifically aimed at educating library users. Write for the illustrated flyer, "Catalog '85."

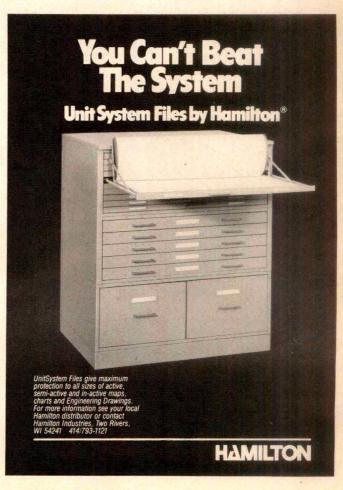
Other efforts to educate include exhibits, slide-tape/video cassettes, and bookmarks. The key to success in every approach lies in a commitment to maintain awareness about the effects of vandalism. Costs of labor and materials can easily be shown, but how can we measure the costs to inconvenienced patrons? Education about the care of library materials should begin at the elementary school/story hour level. Myra Jo Moon, Preservation Librarian, Colorado State University Libraries, Fort Collins, CO 80523.

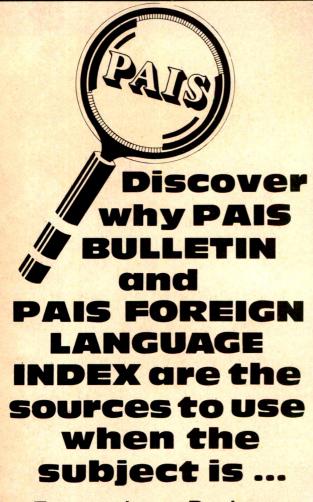
Q. Have any medium-sized public libraries (about 170,000 volumes) using OCLC and CLSI abandoned the shelflist catalog? What's been the impact if you have, or

#### Over to you

- 1. Do any public libraries have policies regarding school administrators' attempts to require advance approval of the content of programs public librarians present during class visits to the library or librarian visits to school classrooms? (III.)
- 2. What high schools and middle schools are teaching students to search online databases as part of their instruction in library research skills? What databases do the students search, what training materials are they using, and what funds pay the search charges? (Calif.)
- 3. Four software queries: What bibliographic or indexing programs are available for a DEC Rainbow? Who has a MacIntosh or IBM PC program that will provide an online catalog for a small library? What IBM PC XT software can record a government documents shelflist, catalog, or holdings? What program can provide I & R services on IBM PC or PC-compatible micros? (Tex., B.C., Ala., and Kan.)

Please send replies to Action Exchange





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how do you justify maintaining the shelflist if you have not? Joseph J. Accardi, Library Director, Janesville Public Library, 316 S. Main St., Janesville, WI 53545. (AL, Oct., p. 628).

A. The Huntington Beach (Calif.) Public Library threw out its card shelflist a number of years ago. For a while, we used a succession of printed shelflists associated with the COM catalog for database editing purposes. The printed shelflist was abandoned along with the COM catalog in April, 1984.

The impacts have been: no staff needed to type, file, or retrieve cards, and no space needed to house printout binders.

We don't miss the shelflist at all. CLSI can print runs of any length, and by various sort methods for any special needs, which is far more reflective of the up-to-the-minute status of library materials than any shelflist could be. The TITLELIST program tells us everything we need to know in print, and we seldom run even that except for special purposes, such as collection management (weeding). Marty Green, Technical Services Librarian, Huntington Beach Public Library, 7111 Talbert Ave., Huntington Beach, CA 92648.

Q. What public libraries send bookmobiles to factories on a regular basis? What are the problems, cost effectiveness, and response? Carol H. Wilson, Assistant Director, Cleveland County Memorial Library, Shelby, NC 28150.

A. After working with plant managers and trying to get some publicity into union newspapers, we sent our bookmobile to two factories every other week for several months. We didn't attract many workers so we dropped the project. Among the problems: We timed our visits to hit the lunch hour, but the employees had only half an hour to eat. Many of them lived outside the taxing district so weren't eligible for our services. In addition, we believe the bookmobile image is not attractive to adult nonusers. Arthur S. Meyers, Library Director, Muncie Public Library, 301 E. Jackson St., Muncie, IN 47305.

#### Added A.'s to previous Q.'s:

- Speaking from my own experience as an allergy sufferer, I must point out that a person who is allergic to cats will probably not have much reaction during a brief visit to the library (AL, Oct., p. 627). However, if the visitor stays an hour or more, real allergic discomfort is likely, whether the cats are present or not. The allergens are in the air and on surfaces all around. The only effective solution is to ban furred or feathered animals from the library. Wayne Hanway, Director, Norfolk Public Library, 308 Prospect Ave., Norfolk, 68701.
- Complaints about noise in our undergraduate library (AL, July/Aug., p. 488) have decreased considerably as a result of two changes: Large carpeted enclosed areas have been set aside for individual student study, and one of our institute artists designed a colorful 11-by-11-inch sign reading: "This is a quiet study place. If it isn't quiet, choose A. or B.: A. Tell information desk staff. B. Suggest politely to the inconsiderate people near you that they study elsewhere." With an illustrative cartoon, this sign is more effective than the standard "Quiet Please" message. R. G. Wilson, Head, Public Services, Learning Resources Centre, Southern Alberta Institute of Technology, 1301 16 Ave. Northwest, Calgary, AB T2M OL4 Canada.

ACTION EXCHANGE welcomes your typed questions and answers. Respondents will receive \$10 for each reply published. Q's and A's become American Libraries property and may be edited. Write to Lois Pearson, ACTION EXCHANGE, 50 E. Huron St., Chicago, IL 60611.

## == reader forum =

LETTERS AND BRIEF COMMENT FROM OUR READERS

American Libraries encourages signed comment on recent content in our pages or on matters of general interest to the library profession. Letters beyond 250 words will not be accepted or will be edited to fit space; longer contributions may be submitted to the "On My Mind" department.

#### "No Signature, No Library": no need

I WOULD LIKE TO RESPOND TO THE article "No Signature, No Library" in the September American Libraries (p.567 – 68). Before I begin, I must comment that this is only my second letter to AL in 20 years of membership. Apparently the service has been good, if not excellent at times.

It is hard to believe that in the same issue that features articles on ALA and the MLS and weeding as an important professional activity, and just after an excellent series on online subject access, that an article describing policies requiring a child's signature on a library card could appear. I read it as satire. If indeed there is a problem in this area, I believe individual libraries can make their own decisions without wasting valuable library journal space.

Since I have had experience as a school librarian, reference librarian, special librarian, and currently as a serials and video librarian—in addition to raising four children in the why's and wherefore's of public libraries—it is not sour grapes for me to say "hogwash" to articles like this.

HARRIET KASOW, ALA member Hebrew University, Mt. Scopus Library, Jerusalem

#### Initial solution to image problem

SO, WE LIBRARIANS HAVE AN IMage problem! Let's do something about it.

Most people don't realize that we are educated, cultured people. Each of us has received a rude awakening to this. For me, it happened when I was in library school. When I told a neighbor that I was going to graduate school to become a librarian, she exclaimed, "Oh, you have to go to school for that?"

We all know the old analogy about the doctor's office: everyone knows which ones are the doctor, the nurse, and the receptionist, but everyone thinks that all people working in a library are librarians.

Let's follow the example of allied health professionals, who also have an image problem. Because they are not physicians, nonmedical people think that none of them are well-educated. They are just nurses, just dental hygienists, or just lab technicians. Some nurses, though, have master's degrees, and some medical technologists have doctorates.

How have these allied health professionals solved the problem? With certification and degree initialisms following their names. A nurse is Barbara Morgan, R.N., B.S.N. A dental hygienist is Deborah Brodie, C.D.H., M.S. A medical technologist is Karen Whitehead, C.M.T., Ph.D.

By doing this, these allied health professionals are turning their images around. They are showing the world that they do have advanced education.

Why don't we try it? I already have.

MARGARET "PEGGY" CROFT, M.S.L.

ALA member, Reed City, Mich.



#### Manual training for librarians

LIBRARIANS TELL ME YOUR PUBLIcation is very influential in helping them make their purchasing decisions. With that in mind, I'd like to share with you a situation I've encountered while getting several local libraries to consider my books for their collections.

I've recently authored two new do-it-yourself car-care manuals, Chrysler K-Cars (1981 – 84) and Ford Escort/Mercury Lynx (1981 – 84), published by TAB Books. They are written for the average person and cover everything from money-saving tips and simple maintenance to emergency service and light repair.

The books, I've been told, are "too specific" to consider acquiring because libraries prefer to purchase only the general-type repair manuals since space is limited and budgets are tight.

I can't argue with either reason if in fact these are the real reasons why librarians rarely consider books such as mine. I get the distinct impression, however, that 1) many librarians do not feel comfortable evaluating automotive repair books for their collections, and that 2) they're reluctant to acquire manuals for specific vehicles because such books might bring a flood of requests from patrons for additional titles on other vehicles—and this could jeopardize their limited funds for purchasing other, "more desirable" books. Or should I say, books that a librarian can relate to more comfortably.

Few librarians have a warm spot in their hearts for a boring subject like auto repair, but such books are extremely useful and most enjoy high circulation. I do wish librarians would think more in terms of what their patrons might want and use.

You can file this one under "Frustrated Authors."

LARRY W. CARLEY, Clarendon Hills, Ill.

#### Stamp of approval

I WRITE TO COMMEND YOU ON your choice of the new postage stamp "A Nation of Readers" for the cover of the October American Libraries. The photograph of Lincoln with his young son was first used on the posters and promotional material for the "Read Illinois" project, an LSCA-funded program in Illinois spearheaded by Secretary of State and State Librarian Jim Edgar. The project was designed to promote Illinois authors and authorship and to foster reading among our citizens.

Irma Bostian, head of the Publications Unit of the Illinois State Library and editor of Illinois Libraries, was responsible for discovering that particular photo among the personal Mathew Brady collection of Wayne Temple of the Illinois State Archives, who had an original negative and lent it to the "Read Illinois" project.

Once again, kudos to you for your cover and to the U.S. Postal Service for its stamp.

DEBORAH MILLER, ALA member, Director, Governmental Services, Illinois Library Association

#### A discordant note

I WAS DISMAYED TO READ IN "ACtion Exchange" (Dec. 1985, p. 781-82) of the interest in playing music in libraries. Has the state of reading sunk so low that books can no longer be relied upon to keep our patrons amused? It seems to me that a librarian's time would be better spent pro-

moting reading instead of worrying over the record playlist. At a time when illiteracy is a national scandal, librarians should be rallying around the reader; music will probably be able to survive without us.

April Hoffman says she has never gotten a complaint about playing music in her Instructional Materials Center—note that they don't call it a library—but who would expect the students to complain? And why should the staff mind? Only the most dedicated employee would object to getting paid to listen to music. Better the students should be studying and the staff working.

I question, too, the learning she says is taking place. It was always my experience as a teacher that when the radio went on, the brain went off. Was Western society built upon music listening ability or upon the book? By all means, give children some guidance in their musical education, but let them do their listening in a fashion that does not impinge upon the right of the rest of us to be let alone.

Quiet please! People still read at this library.

STEVEN OLDERR, ALA Member, Riverside (Ill.) Public Library

#### Socratic method

IN MY ARTICLE "A MIGHTY, MENtoring Catalog" (Nov., p. 722), I wrote that Stanford's online catalog, Socrates, ". . . grows at the rate of 35,000 titles a month." Actually, Socrates grows at a rate of about 10,000 titles per month and reflects about 25,000 changes in records already included (e.g., receipt of material formerly on order, catalog maintenace). Socrates is indeed mighty, but it's not that mighty.

JAMES N. MYERS, ALA member, Stanford University Libraries

#### Braille blooper

THE SPECIAL REPORT ON THE technologically up-to-date librarian in the November American Libraries was great. However, I need to call your attention to a misprint in my article "Kurzweil Plus." The first paragraph in the middle column of page 699 reads: "There is also a Braille Fingerspelling program, and education software with synthetic speech."

It should read: "There is also a Braille Instructional Training Program, and Interpreter Fingerspelling program and educational software with synthetic speech."

A combination of tactile braille for the blind with visual fingerspelling for the deaf has not yet been devised and would be difficult, if not impossible to accomplish.

MARY ROATCH, ALA member, Phoenix (Ariz.) Public Library

#### Is it ethical for library staff to get perquisites?

Ed. note: The following letters respond to the question posed by the ALA Ethics Committee (Nov. 1984, p. 694) to stimulate thought on professional ethics: Is it ethical for library staff to have benefits exceeding those of readers: i.e., first crack at reading bestsellers, free photocopying privileges, or returning overdue books without penalty?

WHILE MORALITY ATTEMPTS TO legislate the unallowable, ethics can be said to establish the limits of the permissible. Any job can carry perquisites beyond salaries and wages, health care benefits, and the like. The question at hand addresses the dual role of library staff members as providers of library services, and as potential consumers of those same services.

Such an ethical question is actually a management problem. Will the granting of such extra benefits to library staff impair delivery of service to regular library patrons? If the answer appears to be yes, it should be borne in mind that library staff members may already have certain expectations; a too-stringent policy regarding staff access to bestsellers or photocopying can make a miscreant of the best library employee. Withholding such benefits may have an adverse effect on staff morale and, by extension, service.

The granting or withholding of expanded benefits should be a matter of explicit library policy; but the decision whether to extend such benefits to library staff should not be construed as a serious ethical dilemma.

CHARLES FORREST, ALA member, University of Illinois/ Urbana-Champaign Library

GIVE US A BREAK! THE FINITE SCRUtinization of the ethics of librarianship has gone too far.

Every job has its perquisites. What is the difference between librarians who have free photocopying privileges and fine-free overdue books and store employees who can buy merchandise at a discount or travel agents who receive discount prices for trips?

As a profession that is underpaid and has relatively low prestige, we should emphasize—not analyze—the benefits we do enjoy.

MARTHA MERRILL, ALA member, Jacksonville (Ala.) State University

HEAVENS YES! WE SHOULD ALLOW our coworkers to have some privileges exceeding the users. ALA should realize that the other professions, such as physicians and lawyers, provide services to their peers on a professional courtesy basis; so do pharmacists, physical therapists, etc.

Problems could, perhaps, arise when the staff abuses such privileges; but like other administrative problems, this should be dealt with on an individual basis.

Employees in the local department stores get tremendous privileges, such as 20-to-30-percent discounts! So I get to read a book before they do; serves them right for not getting into my type of merchandising.

JEAN H. Tuzinski, ALA member, Tamaqua (Pa.) Area Senior High School

MANY EMPLOYERS PROVIDE STAFF with benefits in addition to salary. It is reasonable for a library to offer some privileges to its personnel not available to its users as part of an employee benefits package. However, it is ethical to provide only those things that do not conflict with the library's primary purpose: service to readers.

Allowing staff to have first rights to read bestsellers or to return overdue books without fines is incompatible with the obligation to make materials of current interest available to readers on a timely basis. On the other hand, free photocopying, as long as it isn't done during the library's busiest hours, does not undermine the library's service. In determining special benefits for staff, the primary question should be: Will this privilege be consistent with the library's primary responsibility to provide the best service possible to its users?

JUDITH A. KESSINGER, ALA member, Potomac, Md.

IN RESPONSE TO THE LATEST QUEStion from the ALA Professional Ethics Committee, three comments come to mind:

- 1. The real question concerning returning overdue books without penalty should be, "Under what circumstances or for what reasons is it ethical for libraries to continue to charge fines in light of the overwhelming evidence that fines have little effect on return of materials?
- 2. Any organization should give free photocopying privileges for work-related needs. None I have ever been associated with extend that privilege to private business of the staff. However, many staff members do use free photocopying for private business and a few abuse that freedom. I would maintain that the ethical considerations rest with the individual staff member, not the institution.
- 3. Is it ethical for the Ethics Committee to waste our time with such trivial questions when there are so many important ones to address?

JEANNE M. ISACCO, ALA member, Columbus, Ohio

# The shortest distance between two points:

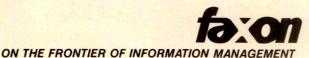


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## Woman at the top: An interview with Marianne Scott, new director of the National Library of Canada

by Allen B. Veaner

ANADIANS ARE JUSTLY proud of their victories in the recent Olympic Games and the scientific accomplishments of their first astronaut, Marc Garneau. Now, in the bibliographic world, there is a new national hero: Marianne Scott is not only the first women to head the National Library of Canada (NLC), but also the first professionally educated librarian to hold the post.

Scott, formerly director of libraries at McGill University, took over as the NLC's third director in mid-April 1984. Today she commands a staff of over 500 persons, administers an annual budget in excess of \$CDN 30 million, runs a handsome and relatively new building in Ottawa, oversees a collection of some five million items, and provides a galaxy of bibliographic and other support services—in both official languages—for all types of libraries throughout Canada.

What kinds of administrative challenges does Scott face, and what does her appointment signify for North American librarianship? *American Libraries* asked Allen Veaner, who moved to Canada last year as a permanent resident, to interview Scott on the challenge of directing one of the world's major national libraries.

\* \* \*

AL: In earlier phases of your career you were heavily involved in both law librarianship and academic librarianship. You also have been very active in association work, having served as president of three major national organizations, the Canadian Association of Law Librarians, the Canadian Association of Research Libraries (CARL), and the Canadian Library

**Allen Veaner** is head of Allen B. Veaner Associates, a Toronto-based library-consulting firm.



Marianne Scott: "There is a staggering amount of paperwork...."

Association (CLA). In view of this experience, what would you say best prepared you for the position of National Librarian?

Scott: My involvement with a variety of library organizations was invaluable owing to the contacts afforded by working in many different types of library activity. Variety is essential because the mission of the National Library focuses on all types of libraries. I was also greatly aided by facing ever-increasing levels of administrative responsibility throughout my career.

How would you advise young, aspiring administrators to acquire the kinds of opportunities that benefited you?

Active participation in association work is

beneficial. The associations are always looking for proactive people; there is so much to do. That's how I got involved in several capacities and served my apprenticeship in CARL and the Canadian Association of Law Librarians. One thing often leads to another, and I was asked to stand for president of CLA. But fundamentally, you have to make an effort to get involved.

To what extent does formal training facilitate readiness for high-level administrative posts? How do people develop themselves for administration?

In this connection, people often ask whether top-level administrators are made or born; probably we should dispose of that question at once because that is posing a riddle—it's not a question that has a real answer. Certainly education always helps, but in reality everything depends upon the individual. For greatest effectiveness advanced formal training needs to be combined with practical experience.

## What about mentoring? How about networking?

Mentoring is a highly personal thing. You can't orchestrate it; you can't depend upon it. Its workability is a function of the personal chemistry between the parties. Here too, as with the "born-or-made" issue, there is a temptation to seek out magic formulas or ready answers, as if there were some special preparation that guarantees success. Real life is not black and white, with either/or choices; there

On management strategy:
"You must have a good case,
you must present it well,
and you must believe in your
case."

are varied shades of grey all the way. From my viewpoint the best preparation

for advanced administrative positions comes not from formal, highly structured programs, but from networking within the

level of time investment, about 50 hours a week, hasn't changed since McGill, but more of my time is spent in travel. Incidentally, I find no special problems traveling as a female executive.

"Women are doing better everywhere, not just in librarianship. There is now an atmosphere that encourages females to become chief executive officers, and more women are willing to take on administrative responsibilities."

profession. Networking among librarians is extremely effective; librarians are very sharing. This is what makes conferences and meetings so valuable—the opportunity to learn from others. Eventually you develop your own network and your colleagues will help you.

#### What has been your most difficult decision as National Librarian? What are your major challanges and how are you approaching them?

I wouldn't characterize any of my decisions to date as "most difficult"; there hasn't been anything of a make-or-break character. Of course the major problem at NLC is not unlike that faced by the top administrators of other libraries, which is finding the financial and human resources to meet the challenges of the 1980s. Now, as to approach and strategy, there are three essentials that can be stated very succinctly: you must have a good case, you must present it well, and you must believe in your case.

#### What do you find exciting and stimulating about your job? What nags at vou?

The stimulus comes from the constantly changing variety of challenge, the neverending problems to be worked on. Every day is exciting! The opportunity to meet with staff and colleagues, to discuss the problems and design solutions, those constitute the excitement. My recent trip to the west of Canada was an extraordinary experience—the opportunity to visit with the wide-ranging constituencies that NLC serves, to talk directly to our clients, to see at first-hand what they need.

Now, as to what nags at me, well, the lack of time is the main thing; the days simply aren't long enough. There is a staggering amount of paperwork, much more than in an academic library. My

#### What are your current principal goals for the National Library?

To answer that question, it would be a good idea first to distinguish a national library from any other kind of library, say, an academic library, as that was the locale of my previous position. The focus of an academic library is to a very specific community and a very specific set of programs. In contrast, a national library is a "library's library"; it has a mandate to serve a broad and varied community throughout the nation.

In that context, I'd nominate two major NLC goals for starters: to interpret the needs of Canada's library community to the government; and to raise the visibility of the NLC's services to the library community.

Then I'd immediately add two more: Space: We are out of space; we have had to move materials out to five other locations. Shifting and storing consume valuable people and money resources, which takes away from our programs. Moving is also hard on the books.

Preservation: While the NLC's modern building was designed for library materials, the off-site storage areas are basically warehouses which do not have a suitable environment for books and other media.

#### That last point brings up the matter of more top-level administrative posts going to women these days. Why is this happening and will the trend continue? Do you think a new kind of library administrator will emerge?

Women are doing better everywhere, not just in librarianship. Two complementary factors are at work: There is now an atmosphere that encourages females to become chief executive officers, and more women are willing to take on administrative responsibilities. This combination of a changing environment and changing

attitudes is part of a larger trend; it is not something peculiar to the library world. I really doubt if this change portends a "new" kind of library administrator. What it really means is that better administrators will evolve because appointees will, in effect, be drawn from a larger pool, a doubled pool, because it will include top males and top females.

#### Tell us about your management style. What formal theories of management do you follow? Do you have a style that you would call unique?

I'll pass on that one; it reminds me of the search for magic formulas. The problems we face are rarely repetitive in character, and the administrative atmosphere is extremely dynamic. Hence, management skills are much too variable and abstract to be condensed into some palpable "style" or convenient set of rules.

#### Do women bring unique strengths to top management?

No. The unique strength of a top administrator lies within that person's individual-

"Management styles are much too variable and abstract to be condensed into some palpable 'style' or convenient set of rules."

ity; it is not a male or female thing. It is right and proper that more females should enter the ranks of top management, and now that can be done because of changes in society. The female administrator must make it as an accomplished, effective, and capable executive, not as a female.

#### Are there books or articles that you judge would be helpful to incumbent administrators and aspiring ones?

Negative; the answers to the problems of administration are not codified. Effective administration is the summation of one's total knowledge, experience, and ability; of course, the principles that one picks up from the literature constitute a portion of that totality.

Thank you very much for sharing your thoughts, concepts, and experiences in library administration at the topmost level.

## Spotlight on women managers

Six recent top-level appointees tell how they got there and what their jobs demand

#### Interviews by Susan Brandehoff

arianne Scott, Canada's new National Library director, says in the previous article that the current management climate encourages women, and that more women appear ready to take on administrative responsibilities. This combination of circumstances appears to be especially true in libraries.

Although today's statistics on the proportion of women to men in top management posts are far from ideal and are likely to improve only sluggishly, all of us can cite talented, energetic, and capable women who are now rising to the top of their profession. Along the way, they have attained authority, influence, and the solid experience necessary for creative and responsive management. Women managers are making a difference in all types of libraries. This month, *American Libraries* talks to six such women—administrators recently appointed to responsible and challenging posts in academic and public libraries, a state library, and a library school.

Responding to questions from AL, they candidly

describe how their career goals have changed over the years, their experience with mentors, and the challenges they face in their present jobs. They offer many other professional and personal insights as well.

Following their remarks is an interview with a woman facing a special management challenge. Patricia Swanson, new assistant director for science libraries at the University of Chicago, was responsible for creating one mega-library out of two. She explains why she sought the job, the complexities involved in the merger of the John Crerar and University of Chicago science collections, and her own management tenets.

There are struggles still ahead for many aspiring women, but the direction has been set by these managers and others like them. One of our interviewees says more women in top-level posts will change the patterns of organizations and effect a revolution in administration. Whatever their longrange impact, AL salutes these women for their present accomplishments, and for their spirit, dedication, and persistence.

—Ed.

#### Career paths and planning, and challenges of the moment

How have your professional goals changed over the years? Do you try to achieve specific goals within a certain time? How closely are your professional and personal goals related?

BEAUPRE: As a beginning professional I did not have a career; I had a job. I think this was fairly common for women before the 1970s. The concept of career evolved for me over several years. In one regard, however, my professional goals have been consistent throughout my working life. From my first professional position, I have looked for challenge and the opportunity "to make a difference" within the organization and through service to individual library users. Early in my career my goals were focused on direct service to

the user—the challenges and rewards of being a supervisor were secondary.

After about eight years in the profession and having gained experience in management, reference/instruction, and collection development, I felt I had to make a decision between development as a reference/instruction librarian and development as a manager. I chose the latter, finding the rewards less immediate but more satisfying in the long run. Also, I'm probably a better manager than a reference librarian. With this decision made, I applied for and was accepted to the Council on Library Resources Management Intern Program. Working as an intern with Dick De Gennaro at the University of Pennsylvania was invaluable in broadening my perspective on the profession and my career. As I completed my 10 months in the program, I knew I wanted to be head of public services in a major research library, but I did not and do not set specific time frames for myself. I can predict pretty accurately when I will be ready to take on new challenges or, put another way, when a job will cease to provide the challenges I need.

However, the right job may not always be open just when you are ready. The next career move is always a matter of opportunity and timing, and it's rare that both are perfect. It's important to know what kind of position you want next, so you can take opportunities when they arise; but it's also important to build new challenges into a current job in case you don't find that

(Continued on p. 22.)



Linda Beaupre became associate director of General Libraries at the University of Texas at Austin in July 1984, with program responsibility for public services, personnel, facilities, and support services, and general responsibility for library policies and programs. She was associate director for public services at UT and held managerial posts at the University of California at Berkeley and University of Michigan libraries. In 1975 - 76, Beaupre was a Council on Library Resources management intern at the University of Pennsylvania. She has a BA in history and the AMLS from the University of Michigan.



Bridget L. Lamont was appointed director of the Illinois State Library in June 1983. She had been deputy director and also worked in the library development, interlibrary cooperation, and children's services areas of the library. Before joining the State Library, Lamont worked in public libraries in Champaign, Evanston, and Wilmette, Ill. She has a bachelor of arts degree and the MSLS from the University of Illinois at Urbana.



Mary F. Lenox became dean of the School of Library and Informational Science at the University of Missouri in March 1984. She had been on the faculty since 1978. Lenox was a media specialist for the Chicago public school system, held managerial posts in learning resources at Governor's State and Chicago State Universities, and was a teacher/librarian in Chicago public schools for several years. In 1982, she was a Kellogg National Fellow. She has a bachelor's and a Ph.D. in education and the MALS from Rosary College.



Sharon J. Rogers became university librarian at George Washington University, Washington, D.C., in July 1984. She was associate dean of the Bowling Green (Ohio) State University Libraries and head of bibliographic instruction at the University of Toledo. Rogers has also been an instructor in social sciences at Alfred University and head of documents at Washington State University. She earned a bachelor's and a Ph.D. in sociology and received the MLS at the University of Minnesota.



Elizabeth K. Gay was appointed Central Library director for the Los Angeles Public Library in early 1984. She manages the public services operations of the Central Library and is coordinating plans for its expansion and renovation. Gay served as assistant Central Library director for five years, was a subject department manager in science and technology, and held other posts in the LAPL system. She has a degree in English (BA), the MLS from the University of California/Berkeley, and an MBA with a concentration in finance and marketing.



Judy K. Rule was appointed director of the Cabell County (W. Va.) Public Library in May 1984 after having served as assistant director since 1967. She has been a member of the executive board of the Southeastern Library Association and is a past president of the West Virginia Library Association. Rule has a bachelor's degree in education and received the MLS from Indiana University.

P 4563

"next job" just when you want it.

My professional and personal goals are very much interrelated, and the elements of my life outside the library take on a growing importance as I grow older.

GAY: In earlier years, my goals were directed to developing myself and learning and experiencing a variety of circumstances in this profession and in management. Now my goal is that of developing other people. Laid over that goal is the schedule for a new Los Angeles Central Library facility. This organization must develop its staff so that they can handle each milestone in the building program.

Professionally, this is a time for me to try to apply what I have learned from working in this library system and from my MBA program. Until final approval for the building program and its financing are approved by mid-1985, other professional goals must be sublimated. I suspect this will continue to be true until the final Central Library building is completed in 1990.

My major personal goal at this time is to keep both my health and my sense of humor, especially the latter.

LENOX: My professional goals have changed over the years. During my early career, I served as a school librarian in the Chicago Public Schools. Later, I decided I wanted to experience professional library activities in higher education. In my new academic role, I began to plan and implement orientation and bibliographic instruction sessions for college students. These activities, along with other parttime college teaching opportunities, fueled my interest in teaching in higher education.

Subsequently, I decided to complete my doctoral studies. When I arrived at the University of Missouri-Columbia, my primary goal was to teach graduate courses in the School of Library & Informational Science and fulfill my other responsibilities as a university professor. Quite frankly, I did not come to Columbia with the idea of ever becoming the dean of the school. Clearly my goals have changed and I have changed over the years.

As an ongoing process, I generally set goals for myself relative to my responsibilities as dean. I also have a set of goals for the self-directed learning plan I'm completing in my final year as a Kellogg National Fellow. I have some personal goals that complement my professional activities. But the real challenge for me is to prioritize my goals and integrate them

into a pattern of action steps—a process that enables me to accomplish more than one goal at a time. Needless to say, it is not easy!

Whenever possible, I try to keep my personal and professional goals congruent. For example, I have a personal goal of regularly exercising to maintain my good health. I also recognize that feeling good and being healthy enables me to function effectively in my personal and professional activities. I try to clarify my goals, in writing, so that I can focus my energy and see the progress I have made toward my goals and objectives.

ROGERS: My professional goals have changed over the years because it has taken some time to find an appropriate mesh of academic and administrative interests. Since a round of jobhunting in 1976 convinced me that the conservative character of the selection process in academic libraries was going to be a disadvantage to someone with my background and skills, I have followed a rather structured set of goals and position changes within roughly defined time periods. I think I'm now ready to do a reassessment and repeat the process. My professional and personal goals are closely related now that I'm single. Earlier experience with a two-career, commuting marriage provided me with substantial knowledge about the difficulties of integrating professional and personal goals in such circumstances.

RULE: My professional goal since high school has been to be a librarian. That goal has been modified and has matured as my knowledge of librarianship has increased. I set time frames for short-term projects but not for long-term goals.

Personal and professional goals must of necessity be closely related, I believe. My childhood training, my religious beliefs, my personality, and my philosophy of librarianship combine to make me the person and the librarian that I am. My parents instilled in me the necessity of always reaching for the best-to be the best student, the best librarian, the best director, the best person—that I possibly can be. That, I suppose, is my greatest goal in life, both personally and professionally. Sometimes it seems that these goals are in conflict. However, I have found I live more comfortably with myself when I am true to my basic beliefs.

(Continued on p. 24.)

#### Management

Are women different types of administrators than men? What unique qualities do women bring to management? Will more women in high-level administrative posts affect the character of library administration?

ROGERS: Women are more comfortable working in nonhierarchical environments and are therefore more likely to be successful administering within "new" organizational models. I don't think women bring "unique" qualities to management. In my observation, women have a more solid experience base because they've been given few shortcuts up the administrative ladder, and they are often very bright and capable because they've had to overachieve to become visible. Women often deal more directly with issues because they have not been fully socialized into some of the male authority patterns that often dominate decision-making meetings. I think more women in high-level administrative posts will change the character of organizational relationships and patterns, and this change will require a revolution in the administration of the organization.

RULE: Women are different types of administrators than men. They give much more attention to detail and to *how* things are done. It appears that men are more theoretical and women more practical. Women, in the main, can keep several projects going at one time, whereas men usually give primary attention to one project at a time. I do believe that the "character" of library administration will change—to a more pragmatic one.

BEAUPRE: This is a difficult question to answer without making broad generalizations that may not apply in some instances. That said, I move on to broad generalizations. I believe the type of administrator one becomes is far more influenced by experience than by gender. For instance, a woman who has spent her professional life in a hierarchical, patriarchal organization is likely to have developed a management style that works in that organizational environment—it might even be called a "masculine style." A man who has learned management techniques in an organization characterized by group decision-making and an emphasis on people skills would most likely have incorporated "feminine" facilitative skills into his style. To be a successful manager, you learn to do what works in a given organizational environment.

The best managers have developed a bag

#### styles: Do men and women really differ?

of tricks covering a broad range of management styles. Still, as any number of womenin-management books tell us, many women bring certain nurturing and people skills to the workplace that are less likely to be found

"Women often deal more directly with issues because they have not been fully socialized into some of the male authority patterns that often dominate decision-making meetings."

in men who have been taught to be competitors. This does not necessarily mean these women are better managers. The best managers combine traits that have traditionally been labeled masculine and feminine.

The character of organizations has changed over the last 20 years and continues to change due to evolving management theory, societal changes, and the introduction of new technologies. These elements will affect the nature of library administration to a much greater extent than the change in the ratio of women to men in management ranks.

GAY: In sweeping generalization, women seem to be better at dealing with details than men. Also, they are frequently more able to confront people issues and the resultant interpersonal conflict. I wish this part of the questionnaire were being conducted with all the respondents interacting to see what develops. Based on my exposure to managers in other fields, I think the character of library administration is, and will continue to be, more affected by the nature of the personalities who seek this profession and the training they receive than by whether they are male or female. Trends in management styles come and go, but good organizational and people skills are long-lasting and will continue to be valuable into the indefinite future. I do not see them as gender-related.

**LAMONT:** Women administrators are more intense. We pay more attention to detail and are more sensitive to personality clashes. We notice when something is bothering an employee or a colleague. Women are also more apt to note the nuances of both verbal

and nonverbal communications.

Women always have to prove themselves—when you have reached one plateau there is another. If you like challenges, this is not a problem, but you must be careful about letting up. Women try to prove themselves by taking on more work, and when they have accomplished the work effectively, it is assumed they will continue at that pace. A man I know and admire tells me to just do what I have to do and return the phone calls "that count." I cannot do that. I have to do it all, and that is probably a personal more than a professional goal.

Women are noteworthy for their organizational skills and the ability to effectively juggle many things at once. These traits should certainly be considered in the quest to name more women librarians to administrative posts. I am not convinced, however, that more women are being named to top administrative posts in libraries—at least not in public and state libraries and library systems. I don't have statistical information to back up that claim, but a review of recent administrative appointments in Illinois libraries appears to support it.

LENOX: I think there are significant differences between male and female administrators. Women bring to the work environment a greater awareness of people and their patterns of relating. Women are more inclined to look at both the work and human sides of management. Women also tend to be more sensitive and intuitive in their management roles. However, because of the women's movement and other societal influences, there seems to be support for acknowledgement of the nurturing/affective dimension of men and the cognitive/rational dimension of women.

Thus, as men and women become more aware and accepting of their own diversity, develop egalitarian relationships, and recognize roles and functions based on abilities and skills rather than gender consideration, library administration will reflect the changes occurring in the society at large.

What management style works best for you? Do you subscribe to a particular management theory?

**GAY:** I see myself as a strong communicator. It is important for me to involve the people affected by a decision in its process, so they can more readily support the decision or project after it has been developed. The final decision may not, in fact, be the

way the majority of those present saw the solution, but their input will have helped direct the decision. Everyone involved brings something unique to the decision process and can also learn from it.

LAMONT: I don't follow a particular management theory. I don't know what my staff would say, but I just try to use common sense. I expect my staff to understand the goals of the organization and to do what needs to be done. When I make assignments to staff, I generally give them my expectations of the outcome and offer possible options, or points or contacts that must be made to achieve that outcome. I always try to leave the final determination of strategy to the staff member assigned the task.

While I have a management team, I call whoever I think can contribute to a solution or who might add to the team. I like to use staff committees and I like mixing up committees with staff from various parts of the library.

I also rely on advice from committees and task forces of librarians, trustees, and library friends outside the State Library. I think it is critical to touch base with the "real world," and I have identified several pivotal librarians in Illinois whom I call on a regular basis—basically just to ask "How am I?" or "How is the Illinois State Library doing?" I think people want to be asked.

ROGERS: Any skilled administrator has a variety of working styles that are brought into play depending on the situation. Limitation to any one style seriously limits flexibility and effectiveness. Academic libraries will be more successful in meeting future demands if they move toward a matrix organization. This requires nurturing of both professional and paraprofessional staffs, because they must develop new roles and working patterns in such an organization.

RULE: Participatory management works best for me. I feel that most workers have a great deal to offer an organization and, if given the opportunity, will contribute above and beyond their job descriptions. Occasionally we have people who are interested only in a paycheck twice a month, but almost all of our employees are generally concerned with promoting the library and its goals. Most people like to be asked for their opinion and to believe that their suggestions will be taken seriously and at least tried. I feel that my coworkers have many good ideas and suggestions. Staff who are involved in a decision or in setting goals are more likely to work to achieve them.

"Making personnel decisions has been the most difficult aspect of my job. . . . I have found the process of identifying, selecting, interviewing, and making an offer to be time-consuming, demanding, and fraught with uncertainty."—MARY LENOX

What has been the most difficult decision in your present job? What made it difficult and how did you handle it?

LAMONT: The most difficult decision I have had to *implement*—since I had talked for several years about what should be done—was to ask for the resignation of a manager. I learned that it was relatively pleasant to be able to talk about the changes that should be made while I was on the staff, but not so as director. Then I had to be the one to implement the "what should change." I asked people how to ask for a resignation, when to do it—time of day, day of the week, before or after the holidays, etc.

The matter was especially difficult since the person was about the age of my father and traditions about respect for elders, the man as breadwinner, and other images were prevalent. Finally, I just did it in my own style when I felt the time was right and it worked. I remember it as though it happened one hour ago, and while it was my most difficult decision, I still feel it was absolutely right. It was my first real test to myself about whether or not I was going to direct this agency. After that decision, I knew I was in charge and could handle anything.

Personnel work in state government is a challenge because of unions, patronage, merit systems, and professional library standards. It is a constant "weighing" process of merging politics with service needs and testing organizational patterns in a political work game—politics with both a small and capital "p." You have to have a number of tools and options and know when to use them and who to use them with in hiring and firing.

GAY: The most difficult decisions are always those involving personnel issues. I have never found a personnel problem that did not have at least two clearly differing sides to it. Finding a fair resolution of such a problem is finding a balance between what the rules say and what the

people involved say. For obvious reasons, I am unable to disguise an example well enough to give one here. I simply get all the information and advice I can and try to come up with a solution that preserves both the rules this library system is structured upon and the values of the people involved. It is a thoroughly collaborative process.

**RULE:** I have not held the position of director for long, and I have not had many difficult decisions yet. The most difficult decision of the past year was whether to apply for my present position. I had been assistant director here for 13 years and was secure in that position. I felt I could have continued with another director if I did not apply for the position. However, if I applied and the board did not select me, I felt that I would probably have to leave. I preferred not to leave for various reasons. Another complicating factor was that I had recently bought a house in Kentucky and was afraid the board would require the director to live in West Virginia.

With all these uncertainties I still saw the new position as offering challenges and opportunities that might never be offered to me again. I felt I had some qualifications that no other applicant could have and could offer certain advantages and strengths that would benefit the library more than any other applicant. Fortunately, the library board agreed. I have not regretted my decision.

LENOX: Making personnel decisions has been the most difficult aspect of my job. Our university is changing and I have had to be sensitive to these changes while finding personnel who could meet our needs and the university's expectations. There are a number of university procedures I must follow in order to hire faculty or staff. I have found the process of identifying, selecting, interviewing, and making an offer to be time-consuming, demanding, and fraught with uncertainty. Inherent in the process is the weighing of a

number of unequal variables.

My solution to this challenge has been to clearly identify our needs, know and adhere to the procedures of the university, exercise patience and good judgment, and involve others in the decision-making process. Finally, I think it is important to accept and trust the decision made.

\* \* \*

What is most satisfying, least satisfying, about your job?

BEAUPRE: The most satisfying aspect of my present job and previous jobs is effecting improvements in library services and operations and aiding the professional growth of library staff. One advantage of being the associate director is influencing many different library programs and planning for the whole of the organization rather than just one part. Learning more about library and university administration is also satisfying. Least satisfying is the lack of funding to adequately reward staff for superior performance and the fact that I can't solve all the problems I see. (I admit to being a bit of a perfectionist.)

**RULE:** Most satisfying—the challenge offered by being director, facing problems and working out solutions, helping employees use their abilities to their greatest potential, and working with other community leaders to make changes beneficial to the county.

Dealing with pettiness is the least satisfying part of my job. Some people, both within and outside the library, are concerned with their department, their agency, their own "turf," and give no thought to the broader picture. Some are concerned only about immediate benefits to themselves, or do not cooperate because of wrongs done years ago. These attitudes

"The most satisfying aspect of my present job is the sense of being the popping cork on a champagne bottle."

—ELIZABETH GAY

impede progress in an organization or community.

GAY: The most satisfying aspect of my present job is the sense of being the popping cork on a champagne bottle. I see a lot of pent-up energy and creativity in the mid-management staff of the Central Library, and I am trying to direct that energy so together we can positively address major concerns we share. We all recognize that the library is entering a period in the building planning that is likely to be exciting and exhausting and will radically change the way the entire staff works. They are approaching this change in a positive way, and I find that very encouraging. The critical issue will be to what degree we can communicate this excitement to the remainder of the

The least satisfying aspect of this position is the lack of sufficient time each day to communicate with the people I need to, so that I can be as effective as I would like.

**LENOX:** I feel most satisfied in my job when I can see that I have accomplished an objective. On the other hand, I find that responding to seemingly ceaseless requests for reports, documents, and related information from internal and external sources is least satisfying.

LAMONT: No one thing is most satisfying. I like the fact that there are no limits or parameters to what can be accomplished in this position. There is no routine—programs can be developed, contacts made, days altered by a single phone call. I like to see connections being made and taking hold.

For example, when the Illinois Department of Commerce and Community Affairs (DECCA) was designing a program to promote Illinois as a good place for business, we were able to explain the relationship between public libraries and other libraries in a community and the potential for information sharing among the hundreds of special and corporate libraries affiliated with our state bibliographic network, ILLINET. DECCA included a special section on library services in the program-planning manual and since then we have cooperated with them on other programs.

I have enjoyed seeing directors of other divisions in this branch of government discover what the Illinois State Library and their home libraries can do. I like the

#### Books on their "recommended" lists

What books or articles have you found helpful in administration?

ROGERS: Two books that interest me at the moment are: Servant Leadership: A Journey into the Nature of Legitimate Power & Greatness, by Robert K. Greenleaf (Paulist Press, 1977). This may be the Zen and the Art of Motorcycle Maintenance of the management field. It's a series of essays rather than an integrated statement; however, it explores dimensions of the type of leadership in which women excel. The other book is New World, New Ways, New Management by Philip R. Harris (AMACOM, 1983) (American Management Assoc. Pubs.). It

explores organizational transformation, and although it is business-based, it offers provocative insights for the academic environment.

**LAMONT:** I recommend one of my favorite books: *The Power Broker: Robert Moses & the Fall of New York*, by Robert A. Caro. (Random, 1975).

GAY: All the material used in my MBA program was helpful; no particular article or publication stands out. However, I frequently refer to *Management* by Harold Koontz, Cyril O'Donnell, and Heinz Weirich (McGraw-Hill, 7th ed. rev., 1980).

immediacy of contact with librarians throughout the country, and I savor the development of a new management team at the Illinois State Library. I like seeing a team develop with an understanding of the total picture and goals for the library and the network.

One of my greatest frustrations is that there is never enough time to handle things as thoroughly as I would like. We could improve our follow-up from simple courtesies to more detailed follow-up letters or fuller communication with those on our advisory committee involved with program development, etc.

Diplomacy is essential to successful administration in state government library agencies. We are most often in a responsive situation. This certainly doesn't mean we don't have plans, but demands come from all sectors—other agencies in state government, elected officials, other libraries, and librarians and trustees and friends of libraries in Illinois and elsewhere. I am glad to know that people depend on us, but it is frustrating to be unable to give the full-service treatment more often.

I also am frustrated about unrealistic expectations people have concerning the timeliness of our responses. Perhaps I can state that more clearly in terms of an actual situation. A good librarian friend of mine who worked at one of the Illinois library systems called me often with ideas, comments, and criticisms. He was frustrated at the time it took to implement many of his good ideas, and because I couldn't close out a project and start a new one on a routine basis. He moved to employment at a state library agency and called me his first week to say, "Why

didn't you tell me what state library agency work is really like? Everyone calls for everything and you are constantly juggling." My work requires me to keep many parallel activities going at one time. Though I don't think that is different from other administrators, I never cease to be amazed at the scope of phone calls and letters I receive on any one day.

Finally, although librarianship is a "serving" profession, I think some of the courtesies extended to those in the private sector are not extended to those in the public sector. Good administrators in effect spend much of their daily time "consulting."

\* \* \*

What are your primary goals in your present job, and what do you see as major challenges in the next few years?

LENOX: As dean, my primary goal is to provide effective leadership and support in achieving the goals and objectives of the School of Library & Informational Science. Consistent with these general goals and objectives and the mission of the University of Missouri-Columbia are some goals that are of particular concern this academic year.

For example, I want to develop shortand long-term strategies for faculty development. Given the myriad of ongoing changes in our profession, I also have as a goal, in concert with the faculty, the review of our curriculum to ensure that it continues to reflect the concepts, principles, skills, and attitudes that help our graduates continue to be competent professionals in contemporary libraries and other information agencies. I also have an ongoing commitment to become more knowledgeable of the factors on the

"My primary challenge is to demonstrate that a large academic library can be thoroughly integrated in the instructional and research processes of a major urban university."

—SHARON ROGERS

local and national scene that impact our program.

It is no secret that diminished support for libraries and library education, shrinking public funds, sophisticated technological tools, a vast increase in the quantity and flow of information, and increased diversity in our society are some of the influences that are profoundly challenging our profession today. Moreover, new definitions of who we are as professionals and our future role(s) in society are woven into the pattern of complex issues confronting us. These will continue to challenge our profession in the years ahead.

Because of the responsibilities I share in the education of pre-service and inservice personnel and my desire to influence the direction our profession will take in the future, these same issues will be the focus of my attention. Personally, the major challenge I face is to maintain a balance between my professional responsibilities and personal interests.

GAY: The Los Angeles Public Library has been attempting to upgrade its Central Library for over 20 years. It is an inadequate structure, although an historic building set on one of the most valuable parcels of land in the country. A unique combination of public and private groups has recently joined forces to plan a series of complex financial transactions that will enable the library to be renovated and expanded. This planning process is at a critical point. My primary goal is to

represent the library's interests in seeing that these plans are developed and are approved by the appropriate agencies. An important corollary goal is to involve the Central Library staff in the planning process so they will support this plan and thus make its implementation feasible.

The expansion and renovation plans call for a systemwide integrated automation program, a collection analysis project for the 2.2-million-volume Central Library collection, and perhaps two complete moves of the collections. This extraordinary and exciting effort will involve not only the Central Library staff, but staff members from the entire system. The logistics are challenging, but the opportunity to develop systemwide understanding and support is the most important challenge to all of us in the library's administration.

ROGERS: My most important professional goals are to create a library organization that will be able to respond flexibly to changing informational, instructional, and research demands; and to provide a variety of professional and staff development programs to train the personnel required for new forms of services and organizational styles.

My primary challenge is to demonstrate that a large academic library can be thoroughly integrated in the instructional and research processes of a major urban university.

RULE: In the short term, my goals are to complete two major projects that have been underway for a long time. One is completion of branch library buildings in two communities in Huntington and the other is to complete the automation of our circulation system and online catalog. We planned to move into one branch in December, and all branches should be automated by June 1986.

In the long term, my major goal is to increase community use of the library. I hope to accomplish this first through more publicity, and thus greater use of the materials we already have. Second, I would like to broaden specific collections such as genealogy, business, government, video, etc., and to reach the publics that would be interested in each of these to a greater degree. I will make use of the *Planning Process* for this.

A goal that overrides all others and which all others depend on to some degree is to help this community become more attractive to business, tourists, and industry over the next few years. The greatest challenge in my present role is to become a leader in the community and help Huntington and Cabell County achieve economic recovery. When this area joins the country's recovery, increased funding should be possible for the library.

"The greatest challenge in my present role is to become a leader in the community and help Huntington and Cabell County achieve economic recovery."

—JUDY RULE

BEAUPRE: My primary goal is to help the organization function better, both for the benefit of library users and the satisfaction of library staff. Accomplishing that goal includes facilitating cooperative and creative interaction among staff; providing an organizational structure and environment that promotes problem solving at the lowest possible level; and providing opportunities and guidance for individual professional growth and development.

Another important element is fostering an organizational philosophy that considers individual user needs. It's easy to slip into a numbers mentality at an institution like the University of Texas at Austin, with nearly 48,000 students and over 2,000 faculty members. So there must be a strong effort to understand and try to meet the unique needs of each user, an especially difficult task considering the pressures of tight staffing felt throughout the system.

Among the challenges for me and many other library administrators over the next few years will be marshalling and effectively allocating resources toward more computerized control and access to information, while maintaining a high level of service. The "transition period" for large libraries will be lengthy; setting appropriate service and operational goals within limited resources during this period presents a significant challenge.

Changes in the packaging and manipulation of information and a growing recognition of the librarian's role as teacher require redefinition of job responsibilities

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LAMONT: The Illinois State Library has two primary goals—to serve as a library for state government in Illinois and to promote statewide library development as coordinating agency for the Illinois Library and Information Network (IL-LINET). It is important to me that people at state and local levels of government learn to appreciate the impact of effective information services provided through libraries. I want to see libraries in the larger milieu of state government and library services in the forefront, not as an afterthought. I want government planners to include libraries in the mainstream.

It is important to me that colleagues who are not librarians understand what we have to offer and realize how much information is collected and available through libraries. It is both a personal and professional satisfaction to me when a non-librarian colleague is discussing a project and I can help the project along

"I want to see libraries in the larger milieu of state government and library services in the forefront, not as an afterthought."

—BRIDGET LAMONT

with information from the State Library or ILLINET.

Although the concept of "forging coalitions" is especially popular in recent months, that has been and continues to be my most important goal at the Illinois State Library. The same holds true in promoting this library and its role: the person who may appear to be "just a patron" may have invaluable connections that may help the library in the future.

Major challenges include increasing the Illinois State Library's operating budget to allow us to meet the demands I expect will

result from a new awareness of the potentials of library services. A state library has many constituencies and roles, and while we have concentrated on our networking responsibilities, we will also need funds for maintenance of collections; expansion of an online catalog to other state government agencies; more space; and preservation of library materials. I anticipate funds to allow us to continue planning for a new Illinois State Library building. This will certainly be a positive challenge.

The other major challenge will be to determine the future design and direction of ILLINET. Immediate plans include a study of the future of the regional library systems, future funding for those systems, and a design for a telecommunications system for ILLINET. Fortunately, I inherited a very strong library cooperation and network development program, but it cannot languish. My first 18 months as director have been spent in development of new fiscal procedures for the administration of LSCA-funded programs in Illinois. I am eager now to concentrate on program development.

## The roles of networking, mentors, and education in their careers

Have networking and/or mentors been important to you in your career? Are they used effectively in libraries?

LAMONT: Mentors have been important to me and I find networking to be increasingly important. However, some of my most effective networking has been with professionals in other disciplines. Thinking back on the mentors who have helped me, I realize how fortunate I was, and I am increasingly appreciative of their lack of territorial hang-ups and frank willingness to use their subject knowledge and professional contacts inside and outside libraries I asked to assist me. The two mentors who initially were most helpful to me are both men (if that means anything). As I succeeded our relationships seemed to grow stronger and they shared even more with

It is trite, but true, that it is lonely at the top, and I am grateful for the contacts I have made through networking. I often use networking not so much for moving ahead

but for testing ideas or sharing occurrences. Fortunately, a number of successful men and women in the library field are willing to be frank and supportive. It is important, too, to know who your real friends are. It is good to be told what is working well, especially in a state library agency, which is often in a reactionary situation for all the planning that does occur.

It may not be an appropriate time to mention this, but for all the talk of networking in the library community, I am distressed at our lack of candor in terms of sharing information concerning potential employees. I rely on verbal information more than written references, so networking is important to me in considering a potential employee. I think we owe it to ourselves to be honest with each other when asked to provide candid information.

ROGERS: Networking and mentors have been important to my career—but not necessarily in libraries. My career spans sociology and librarianship, both embedded in higher education. My mentorsmore than one over the years—have been more important for guidance and advice in higher education in general, rather than in librarianship. The same applies to networking: it's been more helpful for information exchange and support within an academic institution or a particular community. Mentors in librarianship, as generally defined in the literature, are unlikely to develop because of the brevity of a one-year library education program, and because the content of library education does not lend itself to the close work on substantive projects that eventually fosters the mentor relationship as it is played out in other arenas.

RULE: Networking has been of some help to me on the local and state levels. Although an attempt to set up a formal women's network here in Huntington failed, I did make several contacts that have served me well over the years. Also, I belong to Quota Club, a service club of executive women, and have made good contacts through it.

(Continued on p. 45.)

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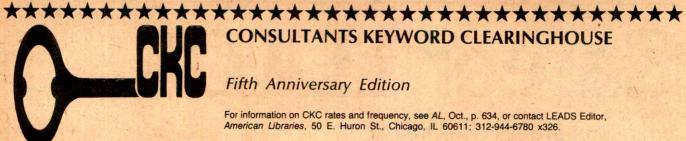
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- -Planning the Electronic Office (McGraw-Hill, 1983)
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RFD 1, Box 636, Teatown Rd., Croton-on-Hudson, NY 10520 914-271-8170

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LATE JOB NOTICES CONTINUED FROM PAGE 29.

LN. I. The city of Omaha is accepting appl. until Feb. 15 for the position of Ln. I in the Omana Pub. Lib. This position involves entry-level prof. lib. work in various phases of lib. oper. within the municipal lib. system. This system incl. the main lib. & 9 branch libs. Work may incl.: ref. work, database srchg., mat'ls. selection, prog. plng., chldrn.'s programming, storytelling, exercising supvsn. over paraprof. & clerical employees. Reqs.: graduation from a recognized college or univ., supplemented by one yr.'s grad.-level study leading to a master's degree in lib. sci. or any equiv. combination of exp. & trng. Salary range is \$20,784-\$24,708. Please contact: Mary Ann Olson at 402-444-5310 or write: City of Omaha, Persnl. Dept., 1819 Farnam St., Omaha, NE 68183.

HD. OF CATALOG DEPT. Srch. reopened. Supervises & coords. monographic acq. & cat'lg. under dir. of dept. hd. 2 yrs.' exp. in acad. or other large lib., incl. strong bkgrd. in orig. cat'lg., LC class. & subj. hdgs., AACR2, OCLC formats, & MARC tagging. Record of successful supvsn. & trng. of full-time staff essential. Pref.: willingness to accept resp., abil. to work harmoniously w/lib. staff, & excellent written & oral communication skills strongly pref. Position is 12-mo., faculty appt., tenure-track, TIAA/CREF. Salary range \$19,000-\$20,000. Send ltr. of appl., resume, & names, adds., & ph. nos. of 3 current ref. by Feb. 15 to: Deborah Babel, Ch., Srch. Committee, Hunter Lib., Western Carolina Univ., Cullowhee, NC 28723. WCU is an AA, EEO employer.

CIRC. LN. -- main lib. Major resp. of this position are supvsn. of persnl. & oper. of circ. dept. at main lib. This person will assist in plng. & direction of lib. autom. & eventual supvsn. of autom. circ. syst. in a new ctrl. facility scheduled for completion in spring 1986. ALA-accred. MLS req.; eligibility for cert. by N.C. Pub. Lib. Cert. Bd. Sal. \$17,252. Send res. & 3 ref. to: Pat Jones, Cumberland Co. Persnl. Off., PO Drawer 1829, Fayetteville NC 28302.

## CAREER OPPORTUNITIES

#### Guidelines

A salary range is required for all "Positions Open" ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

#### General Deadline for Copy

Copy must be received by the 5th of the month preceding date of issue. (Job openings subsequently filled can be stamped "Filled" up to three weeks preceding date of issue; advertiser is billed

Late Job Notices: Space permitting, Late Jobs are taken by phone only, beginning on the 10th.

#### Address

Place all notices with Beverly Goldberg, LEADS, American Libraries, 50 E. Huron St., Chicago, IL 60611; (312) 944-6780 x326.

Electronic Mail: Ads may also be submitted electronically via ALANET by 1) sending a memo directly to our AL.LEADS mailbox; or 2) completing the LEADSAD online order form.

Rates: Line-by-line, \$5/line. ALA institutional members receive 20% discount (\$4/line). Display: Boxes, larger type, prominent format. \$50/column inch. 20% off for ALA institutional members. Other rates: see AL, Dec., p. 790, or contact LEADS editor.

Interested in a temporary job/housing exchange? Reach your colleagues through AL's Professional Exchange classifieds.

#### **POSITIONS WANTED**

ENTHUSIASTIC GRADUATE OF CATHOLIC UNIVERSITY AND ALA/MLA MEMBER desires immediate full-time employment as Clinical Reference Librarian. Strong medical subject knowledge with recent emphasis in cardiovascular, oncology, and nursing specialties. Qualified in MEDLINE, initiation of SDI, and reprint libraries. Will relocate. Resume on request from: Elizabeth A. Kayaian, 120 Center Dr., Bethesda, MD 20814; or call 301-654-6010.

I AM A WOMAN IN MY EARLY FORTIES who returned to school and earned my ALA-accredited MLS at the University of Michigan. Have some library experience as well as other work experience. Desire a librarian position in a small public library. Am willing to relocate. Please contact: Box B-866-W.

POSITION WANTED: COLLEGE, RESEARCH, OR SPECIAL LIBRARY. Rare books; special collections; cataloging or reference/collection development in humanities. MLS, MA, background in Romance languages, literature, history, music; 2 yrs. rare book cataloging using RLIN, OCLC. Prefer Northeast/Mid-Atlantic. Contact: Barbara Pilvin, 4247 Locust St., Apt. 706, Philadelphia, PA 19104.

HIGHLY EXPERIENCED REFERENCE LIBRAR-IAN seeks an appropriate position. Have extensive library-related editing experience with several major publication credits. Prefer a position within a 100-mile radius of Louisville, Ky., but will accept any reasonable offer. Reply to: Richard A. Gray, 328 W. State St., Rockford, IL 61101.

POSITION WANTED: PREFER TECH. SVC., entry-level. Available Aug. 1. Reading knowledge of French. Willing to relocate. Contact Lynda D. Ray, Apt. 110, 13131 N. 19th St., Tampa, FL 33612; 813-971-8712.

#### **POSITIONS OPEN**

#### ACADEMIC LIBRARY

Acquisitions librarian: James Madison University. Manages monographic acquisitions, bibliographic search operations, and gifts and exchange program. Required: ALA-accredited MLS. Significant recent, successful acquisitions experience; working knowledge of AACR2, MARC formats, and automated database search techniques. Evidence of strong supervisory abilities and ability to coordinate activities of complex operations. Science background and reference experience desirable. Faculty rank: Instructor or Assistant Professor; salary \$20,000 – \$22,000. Located in the Shenando-ah Valley, near mountains and on major highway, 2 hrs. from Washington, D.C. Deadline for applications, Jan. 31. Send letter of application, resume, at least 3 references, and have transcripts sent to: Dean of Libraries and Learning Resources, James Madison University, Harrisonburg, VA 22807. An equal-opportunity, affirmative-action employer.

Assistant catalog librarian. Cataloging experience with OCLC, AACR2, LC classification, LCSH. Member SOLINET/OCLC. Catalog music, serials, AV, supervision of copy cataloging by DEO staff. Reclassification project. Subject and name authority work. Revision of filling and training and supervision of student assistants. Some reference work, occasional nights and weekends. Faculty rank and status. 12-mo. contract. Salary \$20,000 or higher, depending on education and experience. Send

resume and letter of application to: Kay Adams, Chair, University Library Search Committee, Southeastern Louisiana University, P.O. Drawer 896, University Station, Hammond, LA 70402.

Assistant curator of rare books, Smith College Library (search reopened). Reports to the curator of rare books. Catalogs rare books using OCLC including original cataloging; develops and maintains local files; assists and supervises readers; assists in presentation of materials to classes; processes new acquisitions; assists in planning and installation of exhibits; assists in collection development and general maintenance of the collection. The rare book room contains over 15,000 volumes with substantial collections in botany, the history of science, English economics, early children's literature, 17th- and 18th-century drama, 18th-century English literature, Irish Literary Renaissance, the technique of lithography, and the history of printing. Qualifications: master's degree in library science or the equivalent combination of formal education and training in the field of rare books and art; undergraduate degree in liberal arts. Knowledge of at least 2 foreign languages; working knowledge of Latin highly desirable. 2-3 yrs. experience in rare book libraries or related fields or rare book concentration in an MLS program, with an emphasis on cataloging. Hiring range: \$17,050-\$19,400. TIAA/CREF, liberal fringe benefits. Position available now. Applications, resumes, and names of 3 references by Feb. 1 to: Office of Personnel Services, Smith College, Northampton, MA 01063. An equal-opportunity employer.

Associate Librarian II/serials cataloger. Prepares original bibliographic records for serial materials in a wide variety of subjects and languages in accordance with the AACR2 and LC classification and subject headings. Acts as resource cataloger for series authority work. Qualifications required: MLS from ALA-accredited program; working knowledge of at least one modern European language; one yr.'s minimum professional cataloging experience including serials, using LC classification and subject headings, and AACR2 for description; familiarity with OCLC/MARC tagging conventions. Salary: \$19,071 minimum; excellent fringe benefits. For full consideration, submit resume and names of 3 references by Jan. 31 to: Virginia Sojdehei, Personnel Librarian, McKeldin Library, University of Maryland, College Park, MD 20742. AA, EOE.

Bibliographic instruction/documents librarian to continue/coordinate instruction program; manage depository collections; assist in reference. Accredited MLS. Prefer 2nd MA. 2 yrs.' academic experience with substantial bibliographic instruction. Prefer public service/documents background with computer/online search experience. Good communications skills/liberal arts background desirable. 12-mo. renewable, salary negotiable; minimum \$20,000. Open immediately. Resume, 3 references, and statement explaining qualifications by Feb. 1. For information contact. T. John Metz, College Librarian, Carleton College, Northfield, MN 55057; 507-663-4267. Affirmative-action, equal-opportunity employer.

Catalog librarian. The incumbent will be responsible for original cataloging of general library materials, resolution of name, series, and subject authority problems, and editing of difficult OCLC copy. Additional responsibilities, including work with a retrospective conversion project and work with an in-house automated system, are assigned as required. The incumbent will be a member of the original cataloging unit in the cataloging and systems department. Qualifications: ALA-accredited master's degree in library science and knowledge of one or more foreign languages (German is preferred) are required. Experience in cataloging using AACR2 and Library of Congress subject headings and classification and

experience with OCLC are desirable. Minimum salary: \$15,500. Salary is dependent upon background and experience. Closing date for applications is Jan. 21. Please send current resume and names of 3 references to: Sharon J. Rogers, Gelman Library, George Washington University, 2130 H St. NW, Washington, DC 20052.

Cataloger, original monograph cataloging, Columbia University Libraries. Temporary 18-mo. position. This position has primary responsibility for original cataloging of monographs in English and European languages in the fields of art history and architecture, including supplementary and difficult searching, bibliographic description, subject headings and assignment of call numbers, and authority work. In addition to an accredited MLS, requirements are a working knowledge of AACR2, a reading knowledge of 2 Western European languages, and an aptitude for analytical and detail work, as demonstrated through previous relevant experience and/or superior performance in a formal course in cataloging. Preferential consideration will be given to applicants with a strong background in art and architectural history and current trends in contemporary art and city planning and previous relevant cataloging experience. Salary ranges are: Librarian 1, \$19,000 — \$24,700; Librarian II, \$21,000 — \$27,300. Deadline for applications Jan. 20. Submit resume, listing salary requirements and 3 references, to: Box 35, Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027. An equal-opportunity, affirmative-action employer.

Cataloger. Responsible for cataloging unit, including original and copy cataloging of monographs and other materials. Maintains card catalog. Supervises one technician. Some reference work and liaison to an academic department. Requirements include ALA-accredited MLS, 2 yrs.' experience using AACR2, OCLC, LC classification, and LCSH. Supervisory experience desirable. Available immediately. Salary \$16,411+. No state or local taxes. Send application letter, resume, and 3 references with phone numbers by Jan. 31 to: Personnel Department, Embry-Riddle Aeronautical University, Daytona Beach, FL 32014. AA, EOE.

Catalogers. Harvard College Library has 2 cataloger openings, one for serials and one for monographs. Qualifications: MLS, knowledge of one or more West European languages (fluency in German for serials post); familiarity with AACR2, LC classification and subject headings, and OCLC; cataloging experience in a research library preferred. Rank and salary dependent on qualifications: Librarian I, \$17,300 minimum; Librarian II, \$20,600 minimum. Available immediately. Good benefit package. Resumes to: Karen N. McFarlan, University Personnel Librarian, Widener Library, Harvard University, Cambridge, MA 02138. An equal-opportunity, affirmative-action employer.

Chairperson in acquisitions division, starting May 1. Academic rank dependent upon qualifications. Plans, coordinates, and supervises all aspects of acquisitions operations for the receipt of monographs and serials, including order preparation, receiving, check-in, accounting, and subscription renewals in a 1.6-million-vol. library system consisting of 11 libraries. Supervises a divisional staff of 8 FTE, including 2 managerial-professionals and 6 support staff. Monitors an acquisitions budget of \$1.8 million. Maintains contact with public services divisions and other technical services units; represents the library in all contacts with vendors for effective approval plan management and evaluates vendor assignments and performance. Graduate degree from a program accredited by the American Library Association; minimum of 4 yrs.' experience in academic library; good communicative skills; ability to work effectively with faculty and staff; and familiarity with foreign and domestic book trade and related bibliographic tools

required. Demonstrated interest in and knowledge of online acquisitions systems and interface thereof with other library operations. Additional advanced degree and experience in acquisitions or as a subject specialist in public services strongly preferred. \$22,000 minimum for 12-mo. contract. Salary may be higher depending upon qualifications of successful applicant. Apply with full resume plus names and current addresses/telephone numbers of 3 references by Feb. 15 to: Larry L. Kahle, Associate Dean of Libraries, 106 Love Library, University of Nebraska—Lincoln, Lincoln, NE 68588-0410. Affirmative-action, equal-opportunity employer.

College archivist. Carleton College seeks a professional archivist to provide leadership and assume responsibility for managing the historical records of the college, advising all offices on records management, stimulating the use of archives as a resource relevant to the educational program, providing information services for internal and external archival material, supervising rare book and other special collections, coordinating a program of exhibits. MA or equivalent in history, successful completion of a recognized program in archives management or comparable experience, at least 2 yrs.' experience in archives management, and excellent communications skills essential. Prefer some library science background and/or work beyond the MA level in history, some teaching or comparable experience. Personal qualities of cooperativeness, good judgment, and resourcefulness will be required. Term of appointment and salary negotiable; minimum \$20,000. To apply, send resume, names of 3 references, and statement explaining qualifications for this position. Applications must be received by Feb. 1. Position available July 1. For further information and/or a detailed job description contact: T. John Metz. College Librarian, Carleton College, Northfield, MN 55057; 507-663-4267. Affirmative-action, equal-opportunity employer.

Coordinator of library automation systems. Responsible for library computer functions, services, and systems; descriptive and subject cataloging and classification; input into computer database; and supervision of terminal operators. Requires master's degree from ALA-accredited program and experience, with thorough knowledge of LC subject headings, AACR2, MARC formats, and OCLC applications. Faculty rank open. Salary range: \$20,000—\$24,000. Position available: immediately. Apply to: Director of Personnel, Northwest Missouri State University, Maryville, MO 64468. Affirmative-action, equal-opportunity employer.

Dean of academic support programs, University of Wisconsin – Stevens Point. The university invites applications and nominations for the position of dean of academic support programs. The dean is the chief administrative officer for academic support programs and reports directly to the vice chancellor for academic affairs. His/her responsibilities include supervision of the various units of academic support programs and all matters relating to their budgets, personnel, and physical facilities. The dean participates in the formulation of university academic policies. In addition, the dean facilitates development of programs to assist the various units in meeting their service responsibilities to the institution. The dean may hold a concurrent appointment in an academic department. Academic support programs has a staff of 60 faculty, academic staff, and classified personnel, and consists of 7 units: university library (called the Learning Resources Center), university archives, academic advising center, writing lab, reading and study skills lab, minority and student services and academic support programs, and new student programs. The Learning Resources Center is the largest of the 7 units and has a major expansion and automation project in progress. The collection exceeds 300,000 volumes. The other units are vital supports to the academic enterprise as a whole and help meet the university commitment to minority and

#### Director of Technical Services Bertrand Library, Bucknell University

Bucknell University invites applications for director of technical services to begin July 1. Bucknell is a comprehensive university enrolling 3,300 students. The library has a collection of 450,000 volumes and is staffed by 36 FTE, including 14 professionals. The library utilizes OCLC, has an automated circulation system, is preparing for an online catalog, and is engaged in a major building expansion.

RESPONSIBILITIES: the director of technical services is responsible for leadership and management of all technical services operations: collection development, acquisitions, and cataloging of all library materials. The director supervises 4 professional librarians and 12 support staff.

QUALIFICATIONS: experience in technical services in an academic library; strong analytical and problem-solving skills; demonstrated ability in administration, coordinating the work of others, and facilitating change. An ALA-accredited MLS is required.

SALARY: \$25,000 minimum.

Please submit resume and names of 3 references before Feb. 28 to: Ann De Klerk, University Librarian, Bucknell University, Lewisburg, PA 17837.

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disadvantaged students. The University of Wisconsin – Stevens Point is one of 13 degree-granting campuses in the University of Wisconsin system. The university is located in central Wisconsin, 110 miles north of Madison. Currently there are approximately 9,000 students and 550 faculty and academic staff members. Qualifications: an earned doctorate from an accredited college or university and library training and/or experience are preferred. Experience in management, decision-making, and academic leadership; and the ability to communicate and work effectively with faculty, students, classified staff, and the community are required. Experience with student service programs is also desirable as well as a commitment to shared governance. Starting date: July 1, or as soon as possible thereafter. Salary: \$39,000 – \$52,500 (currently under negotiation). Application deadline: screening of applications will begin on Feb. 15. A letter of interest and complete resume with the names, addresses, and telephone numbers of 5 references should be mailed to: Gerald E. Chappell, Chair, Search Committee for Dean, 202 Old Main Building, University of Wisconsin – Stevens Point, MI 54481. The University of Wisconsin – Stevens Point, aftirmative-action employer.

Dean of library, Texas Wesleyan College. Texas Wesleyan College is a private, Methodist-related, liberal arts institution with limited graduate offerings. The Eunice and James L. West library collection consists of approximately 200,000 volumes, 1,200 current periodical subscriptions, and a budget approaching \$500,000. Qualifications: MLS from an ALA-accredited institution. Second master's or doctoral degree desirable. Minimum 5 yrs.' experience in academic library management in increasingly responsible positions. Knowledge of and experience with current trends in automated library processes and relevant databases. Knowledge of collection development, personnel management, budget planning, and library space planning and expansion. Salary range: negotiable with minimum of \$30,000. Position available June 1. Submit a letter of application, current vita, and 3 letters of recommendation by Feb. 1 to: Miriam Espinosa, Chair of the Search Committee, Texas Wesleyan College, POB 50010, Fort Worth, TX 76105. Equal-employment-opportunity, affirmative-action institution.

Director, Science and Engineering Library. Administers the Science and Engineering Library and its branches with total collections of over 220,000 volumes and a total appointed staff of 6 librarians and 4.5 support personnel. Responsible for overall operations assuring consistency, coordination, and cooperation among the departments. Analyzes operations and staffing patterns as necessary to develop effective and responsive services and greater efficiency. Prepares budget requests for area of responsibility and participates in the development and preparation of the University Libraries' budget request. Sets goals and develops policies, priorities, and programs consistent with the University Libraries' current

priorities and objectives. Reports to the director of University Libraries and sits on the Library Administrative Council. Qualifications: MLS from an ALA-accredited library school is required. Degree in science or engineering desirable but not essential. 5 yrs.' professional library experience in a large academic, research, or scientific library, at least half of such experience in a supervisory or administrative position at the unit or department-head level, and knowledge of educational research needs at both the graduate and undergraduate levels and of the latest developments in academic or research library services are required. Familiarity with library/faculty liaison, library orientation and training programs, computerassisted reference service, and collection development work is desirable. Salary: \$32,000+, depending upon qualifications; faculty status at the rank of Associate Librarian. Send letter of application and resume including the names of at least 3 references to: M. E. State, Assistant to Director for Personnel, University Libraries, SUNY/Buffalo, 432 Capen Hall, Buffalo, NY 14260. An EO, AA, and Title IX employer.

Education/media librarian. The University of Nevada/Reno Library seeks a creative, energetic librarian with a strong commitment to public service to function both as a member of the reference dept. specializing in services to and as liaison with the College of Education, and as supervisor of the film library and learning laboratory. Assists library users at the reference desk; participates in instructional activities, collection development for education, and computer searching. ALA-accredited MLS; strong communication skills; supervisory skills; prefer background or experience in the field of education; appropriate professional experience, preferably in an academic or research library desirable. Faculty status requires that librarians meet faculty standards for appointment, promotion, and tenure. Salary \$23,100 – \$29,700, depending on qualifications and experience. 12-mo. appointment, TIAA/CREF, 24 days' annual leave. Open July 1. Mountains, deserts, lakes, 5 hrs. from San Francisco by car. Send resume and names and addresses of 3 references by Feb. 15 to: Ruth H. Donovan, Associate Director, University of Nevada/Reno Library, Reno, NY 89557-0044. An affirmative-action, equal-opportunity employer.

General/manuscript cataloger. Original cataloging and classifying of monographs and manuscripts using AACR2, LC classification and subject headings. Duties include preparing and tagging cataloging data for input to OCLC, and verifying and preparing authority records. May include some supervision. Reports to head, catalog department. Faculty are expected to meet university requirements for promotion and tenure including research, publication, and service. Required: MLS from ALA-accredited program; reading knowledge of Western European language(s); knowledge of AACR2, LC classification and subject headings. Ability to communicate clearly and effectively, orally and in writing. Desirable: 1 – 2 yrs.' catalog-

#### Center Collection Development Officer

California State University, Fullerton, is seeking a highly motivated, dynamic individual to function as chief liaison with faculty and library staff in the development of the library's collection. CSUF, located near Los Angeles, is one of 19 campuses in the California State University system. The university offers undergraduate and graduate (master's-level) programs in the full range of academic disciplines. The library serves 3,000 faculty and staff as well as 23,000 students. Collections number 600,000 books (adding 25,000 per yr.), 4,000 current periodical subscriptions; 300,000 documents, and 800,000 microforms. The staff includes 28 librarians and 55 paraprofessionals.

Responsibilities: the successful candidate will be responsible for planning, directing, coordinating, and evaluating all collection development activity, including a new approval program as well as faculty community liaison activities such as the library's gift program, associated with collection building. The appointee will oversee the allocation of a \$1.25 million materials budget; serve as primary library contact for all faculty requests, working with 40 faculty departmental representatives; and coordinate the activities of reference/bibliographers in collection development. The collection development officer reports to the university librarian.

Requirements: master's degree in library science from an ALA-accredited institution or equivalent and a 2nd advanced degree. Minimum of 5 yrs.' increasingly responsible academic library experience, including minimum of 3 yrs.' administrative responsibility for collection development. Demonstrated successful experience in working with faculty in the collections development process. Knowledge of the publishing world, approval programs, and the current body of professional literature, including computer applications in relevant areas of library operation. Effective oral and written communication skills.

Salary: minimum of \$30,000. 12-mo. library faculty appointment.

Benefits: tenure-track position; 24 days' vacation; 12 days' sick leave; 14 paid holidays; eligibility for sabbatical leave; group medical and dental insurance; state retirement system.

Deadline for applications is Feb. 1, or until such time as the position is filled. Please address resume, including the names and addresses of 3 references, to: Patricia L. Bril, Chair, Search Committee for Collection Development Officer, Library, California State University, Fullerton, POB 4150, Fullerton, CA 92634.

Equal-opportunity, affirmative-action, Title IX employer

ing experience in an academic or research library, preferably in manuscripts or other special collections. Knowledge of MARC tagging and the OCLC cataloging system. Reading knowledge of German. Salary: \$17,160 – \$20,280. Apply by Feb. 1, including names, addresses, and telephone numbers of 3 references, to: Sharon A. Sullivan, Personnel Librarian, Ohio State University Libraries, 1858 Neil Ave., Columbus, OH 43210. Qualified women, minorities, and handicapped persons, as well as others, are encouraged to apply.

Government documents/microforms librarian (search reopened). Under the general supervision of the head of reference. Responsible for the selection, organization, and user services of the government documents collection, and supervision of current newspapers and microforms. May be required to work at the reference desk, including some night and weekend work. Qualifications: MLS from acredited school or equivalent; at least 3 yrs.' professional experience as government documents librarian; demonstrated ability to effectively supervise and communicate. Rank: Librarian II. Salary: \$17,200 + depending on qualifications. Liberal benefits including tuition exemption and 22 days' vacation. 12-mo. caademic appointment. Position available immediately. Closing date for applications: postmarked by Jan. 15. Please forward resume and names, addresses, and phone numbers of 3 references to: Kate Maniscalco, Administrative Assistant, Tulane University Library, New Orleans, LA 70118. An equal-opportunity, affirmative-action employer.

Head cataloger, Ball State University. Head cataloger reports to director of technical services. Supervises 5 professional catalogers and 9 support staff. Establishes cataloging policies for all print and nonprint media. Writes reports and proposals, compiles statistics, shares planning activities, including those for automation. Requirements: MLS from ALA-accredited program plus minimum of 5 yrs.' increasingly responsible supervisory experience in a cataloging unit. Experience in cataloging different kinds of materials at all levels of difficulty. Experience using AACR2, OCLC, or other bibliographic utility, MARC formats, and LC classification. Strong organizational and supervisory skills, and ability to work constructively with colleagues. Excellent oral and writ-

ten communication skills. Desired: familiarity with online integrated library systems. 2nd master's degree. Scholarly and professional achievement meriting appointment with faculty rank and status. Willingness to pursue scholarly research. Terms and conditions: fiscal-yr. appointment. Possible faculty rank and status with tenure-track appointment. Salary competitive and negotiable from a minimum of \$25,000. Benefits include 24 days' vacation and 8 holidays. Consideration of applications will begin on Feb. 15, and continue until a suitable candidate is selected. Send resume, transcripts, and list of 3 references to: Nyal Williams, Chair, Department of Library Service, Ball State University, Muncie, IN 47306. Ball State University practices equal opportunity in education and employment.

Head, cataloging and database control, Old Dominion University. Reporting to the associate dean, the incumbent supervises a staff of 10, including 2 librarians. Other duties include supervision of cataloging functions, implementation of online cataloging subsystem, COMCat editing and verification; participation in divisional planning, budgeting, and report generation and in collection knowledge of OCLC, AACR2; understanding of COM catalog management, online catalogs, and integrated automated systems; knowledge of one foreign language; 3 yrs.' current cataloging experience in an academic library. 2nd master's degree desirable. Minimum salary \$23,000. For full consideration, send resume and names and addresses of 3 referees by Jan. 30 to: C. B. Duncan, Dean, Library, Old Dominion University, Norfolk, VA 23508. Old Dominion University is an affirmative-action, equal-opportunity institution.

Head, circulation department, Central Michigan University. Responsible for managing circulation/reserve functions, administrating circulation procedures, and supervising the full-time support staff and student staff in the department, which serves 16,000 students and a faculty of 600. Reports to the assistant director for technical services. Will be expected to play an active part in selecting and implementing an integrated automated library system. Possible opportunity for bibliographic instruction. Requirements: MLS from ALA-accredited library school, direct experience selecting, training, supervising, and evaluating

employees, and in dealing with the public. Highly desirable: 2 or more yrs.' experience in a library, especially in the area of circulation, and a familiarity with computer-based circulation systems. This is a tenure-track faculty position based on a 10-mo. academic yr., with opportunity for additional summer employment. Reappointment and promotion dependent upon meeting university criteria based on scholarly, professional, and creative activity. 2-semester salary negotiable according to qualifications and experience. Salary at least \$19,000 as Instructor or \$21,000 as Assistant Professor. Applications must be postmarked no later than March 15. Submit applications, resume, and the names and adresses of 3 references to: Chair, Selection Committee, Central Michigan University, POB 2067, Mt. Pleasant, Ml 48858. CMU is an affirmative-action and equal-opportunity employer.

Head, information services dept. Administers all operations of the dept., a new unit of the Main Research Library comprised of reference, online search services, documents, and current periodicals, newspapers, and microforms. Staff includes 11 librarians, 7.45 support staff, and 5.2 FTE student assistants. Responsible for planning and implementing merger of the units and for ongoing activities, with particular emphasis to further development of automated services and to a broadbased instructional program. Reports to the assistant director for main library public services. Librarians hold faculty rank and are expected to meet university requirements for promotion and tenure, including research, publication, and service. Required: MLS from ALA-accredited program; increasingly responsible experience in reference work, online searching, and bibliographic instruction in a large academic or research library, including substantial supervisory experience. Ability to communicate effectively, orally and in writing, and to work well with diverse groups. Commitment to client-centered services. Preferred: demonstrated ability to provide leadership in a climate of change; experience in staff training and development; experience in staff training and development; experience in reference collection development; formal training in administration. Salary: \$24,000 - \$32,040. Apply by Feb. 1 to: Sharon A. Sullivan, Personnel Librarian, Ohio State University Libraries, 1858 Neil Ave. Mall, Columbus, OH 43210. Include names, addresses, and telephone numbers of at least 3 references. Qualified women, minorities, and handicapped persons, as well as others, are encouraged to apply.

Head loan librarian. The University of Arizona is seeking a professional librarian to head the loan department of the Main Library and the Science-Engineering Library. This librarian is responsible for managing the activities of the loan department that include: charge and discharge of materials, stack maintenance, searches, holds and recalls, fines and bills, the reserve book rooms, and the automated circulation system. This position includes supervising 22 career staff employees, communicating with departments throughout the library, and recommending policy. The head loan librarian is responsible for preparing budgets for student wages, equipment, and supplies. An ALA-accredited library degree is required. Experience with an automated circulation system is desirable. Supervisory experience and good communication skills are essential, previous experience in a large academic library preferred. The position is available July 1. Minimum salary is \$22,000; higher salary is negotiable depending upon qualifications and experience. Librarians at the University of Arizona have academic professional status, are voting members of the faculty, have 22 days' paid vacation, 12 days' sick leave, and 10 holidays. A standard package of fringe benefits is available. Send letter of application, resume, and names of 3 references by March 1 to: W. David Laird, University Librarian, University of Arizona Library, Tucson, AZ 85721. The University of Arizona is an EEO, AA employer.

Head, monographic cataloging. Florida State University announces the reopening of the position of head, monographic cataloging unit. This position supervises 6 professional and 14 subprofessional catalogers and is responsible for recruiting, training, and evaluating the staff of the unit; implementing uniform application of national and local cataloging practices; maintaining consistency in work of the unit; establishing cataloging priorities and distributing the work to make best use of unit personnel; and helping individual staff members solve cataloging problems. AACR2, OCLC, LC, and LCSH. Requirements: MLS from an ALA-accredited library school, a minimum of 5 yrs.' appropriate experience. It is anticipated that a successful candidate will be appointed at the Associate University Librarian rank with a minimum salary of \$20,000 (current pay grade range \$16,870—\$30,400). Group health and other insurances available, free retirement. Closing date for applications is Jan. 31. Send letter of interest, resume, and the names of 3 references to: J. F. Jones, Florida State University Library, Tallahassee, FL 32306. An equalopportunity, affirmative-action employer.

Head of reference services. The University of Nevada/Reno Library seeks an energetic, innovative reference librarian dedicated to providing quality service to assume responsibility for our reference services: management of the reference dept. including interlibrary loan, instructional services, computer searching, and some aspects of collection development; responsibility for the serials dept. through the serials/reference librarian and the film library and learning laboratory through the education/media librarian, both of whom are members of the reference dept.; active participation in reference desk and other services. ALA-accredited MLS; appropriate professional experience including reference, computer searching, and collection development, preferably in an academic or research library; excellent communication and interpersonal skills; supervisory and management skills. Faculty status requires that librarians meet faculty standards for appointment, promotion, and tenure. Salary \$25,300 – \$35,200, depending upon qualifications and experience. 12-mo. appointment, TIAA/CREF, 24 days' annual leave. Open July 1. Mountains, deserts, lakes, 5 hrs. from San Francisco by car. Send resume and names and addresses of 3 references by Feb. 15 to: Ruth H. Donovan, Associate Director, University of Nevada/Reno Library, Reno, NV 89557-0044. An affirmative-action, equal-opportunity employer.

Head serials librarian. The University of Arizona Library is seeking a librarian to manage its serials department. This librarian reports to the assistant university librarian for technical services and is responsible for the short- and long-range planning for the department as well as the hiring, training, and evaluation of the staff. Major departmental activities include selection, ordering and receiving of serials, cataloging of serials, monitoring the serials budget of \$1.5 million, production of the automated serials list, and participation in the Arizona union list project (SOLAR). The staff of the department consists of 4 librarians and 14 career staff. The library is presently involved in planning for automation of its technical processing and public-access system. An ALA-accredited library degree is required and at least 3 yrs.' professional experience in technical processing, preferably in a research library, with evidence of good supervisory, planning, and communication skills. At least part of the experience should have been in an area of serials selection, processing, and/or control. Preference will be given to candidates with experience in library automation involving serials records. Salary range is \$28,000—\$33,000. The position is open immediately. Professional librarians at the University of Arizona Library are academic professionals with voting faculty status, have 12-mo. appointments, 10 university holidays, and earn 22 vacation days and 12 days' sick leave per yr. Send letter of application, resume, and

#### University of Michigan Head, Serials Division

Under the general direction of the associate director for technical services, manages the serials division which includes serials acquisitions, serials cataloging, and serials services and records. Division staff consists of 8 librarians, 5 paraprofessionals, 16 library systems, and a student assistant budget of \$26,500. With a serials budget of \$1.8 million, the major responsibilities of the division are: searching, ordering and cataloging new titles, approving invoices for payment, recording all graduate library serials, and maintaining and converting serials records in RLIN (over 85,000 now exist).

Qualifications: accredited MLS; extensive management experience in a large research library; previous demonstrated supervisory, communication, and interpersonal skills; extensive serials experience; experience with library automation and serials in area of cataloging or acquisitions or check-in highly desirable. Salary range \$23,500 – \$44,000.

Applications received by Jan. 31 will be given first consideration. Apply to: Library Personnel Office, 404 Hatcher Graduate Library, University of Michigan, Ann Arbor, MI 48109.

The University of Michigan is a nondiscriminatory, affirmative-action employer.

names of 3 references by March 1 to: W. David Laird, University Librarian, University of Arizona Library, Tucson, AZ 85721. The University of Arizona is an EEO, AA employer.

Indexer/searcher, Avery Index to Architectural Periodicals. The Avery Index to Architectural Periodicals is expanding its activities under the auspices of the J. Paul Getty Trust. The incumbent in this position will spend approximately 50 – 75 percent of the time indexing articles to be entered in the Avery Index database and the rest of the time assisting readers with searches of the database. In addition to an accredited MLS, qualifications are indexing, cataloging, and/or database searching experience, and working knowledge of one or more European languages. Knowledge of the field of architecture and architectural history highly desirable. This is a temporary, one-yr. position, with the possibility of extension. Salary ranges are: Librarian I, \$19,000 – \$24,700; Librarian II, \$21,000 – \$27,300; Librarian III, \$24,000 – \$34,800. Deadline for applications is Jan. 25. Submit resume, listing 3 references and salary requirements, to: Box 35, Butler Library, Columbia University, 535 W. 114th \$1., New York, NY 10027. An affirmative-action, equal-opportunity employer.

Instructional librarian. Search reopened. Reports to head, reference department. Assesses graduate/undergraduate instructional needs. Plans, implements, coordinates an integrated, comprehensive instructional program, utilizing existing library staff. Works with and advises library subject bibliographers and faculty in instructional matters. Assists in the reference department, working some nights and weekends. Serves as a subject bibliographer. Requirements: ALA-accredited MLS or acceptable equivalent; 3 yrs.' professional experience, including 2 yrs. in library instruction on the college level; effective communications and media skills; planning ability. Candidates with coursework in bibliographic instruction or curriculum development preferred. Salary; \$19,000 minimum. Application deadline:
Feb. 15. Send letter of application and references to: William F. Rogers, Associate Director, Ohio University Library, Athens, OH 45701. Ohio University is an equal-opportunity, affirmative-action employer.

Librarian. Dickinson College has an opening in 1985—86 for a beginning librarian with training or experience in both technical and public services. This challenging position will require work in cataloging and reference as well as participation in bibliographic instruction, liaison with academic departments, and collegial management in the context of a liberal arts educational program. Available July 1 as a sabbatical replacement; appointment will be for a one-yr., nonrenewable contract. Minimum salary \$20,000. ALA-accredited MLS and 2nd master's in the liberal arts required. Closing date Feb. 1. Send letter of application, vita, and 3 letters of recommendation to: Annette LeClair, Chair, Department of Library Resources, Dickinson College, Carlisle, PA 17013. An affirmative-action, equal-opportunity employer.

Principal cataloger. Position to be filled between March 15 and April 15. Under the direction of the head of the cataloging department, assists in the administration and supervision of the department. This includes formulation and documentation of policies and procedures, the monitoring of cataloging quality, and the training and advising of catalogers and support staff lead persons. Catalogs monographs and serials as the department workload requires. The appointee is expected to make a major contribution to the implementation and operation of the NOTIS system. ALA-accredited MLS required. Minimum 2 yrs. professional experience in a cataloging department, preferably in an academic library utilizing OCLC or other online cataloging system. Demonstrated leadership ability. A 2nd master's degree is highly desirable and is expected for tenure. Subject expertise in social science or science helpful but not required. Salary range \$20,000 – \$24,000 for 12 mos. Tenure-eligible. TIAA/CREF, Blue Cross – Blue Shield or HMO. 22 days' annual leave. Sénd letter of application and resume by Feb. 15 to: Alexander T. Birrell, Head, Cataloging Department, Library, Box 68, Wichita State University is an affirmative-action, equal-opportunity employer.

Reader services librarian, science library. Provide reference service, online database searching, bibliographic instruction, and collection development responsibilities in the science discipline. MLS and an undergraduate degree in science required. Knowledge of chemistry preferred. Previous experience in academic, special, or large research-oriented public library desirable. Excellent communication skills required. Minimum salary: \$14,800. Please send resume to: Rupert Gilroy, Associate University Librarian, Brandeis University, Waltham, MA 02254. An equal-opportunity, affirmative-action employer.

Reference/interlibrary loan librarian. Coordinates activities of interlibrary loan office and provides telephone reference service and online searching services to public libraries through county-funded grant. Participates in classroom library instruction program. MLS from ALA-accredited library school. 2nd master's degree desired (progress toward a 2nd master's required for tenure). Academic background or library experience in business, sciences, health sciences, or engineering preferred. Minimum of 3 yrs.' experience in academic library reference services including one yr.'s database searching. Minimum of one yr.'s supervisory experience. Ability to communicate effectively in oral and written presentations and planning and supervisory skills essential. Tenure-track position. Candidate will be expected to meet library and university criteria in job performance, scholarship, and service for promotion and tenure. Rank and salary dependent upon qualifications. Salary range \$17,000 = \$20,000. 10-mo. contract, TIAA/

Positions Open continued on p. 37.

# **DATEBOOK:** events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

#### January

21-23: Conf. on Electronic Text for Higher Ed., Viscount Hotel, San Diego, Calif. Spons., Electronic Text Cnsrtm. Info.: Ctr. for Communications, San Diego State U., 92182 (619-265-6933).

23: Comparable Worth prog., Amer. Enterprise Inst., Washington, D.C. Spons., D.C. LA/Tech. Svcs. Grp./Ref. Grp./Mgmt. Interest Grp. Info.: D. Beachell, FEDLINK, c/o Fed. Lib. Committee, Lib. of Congs., 20540 (202-287-6454). **26:** Reading Aloud & Storytelling: The Oral Tradition Continues wkshp., Willis Bldg., DLS, East Carolina U., Greenville, N.C. Spons., ECU/DLS. CEUs available. Info.: Div. of CE or DLS, ECU, 27834 (919-757-6143 or 6621).

**26:** Wkshp. in Lib. Ldrshp., San Diego (Calif.) Pub. Lib., University City Branch. Spons., Calif. Assn. of Lib. Trustees & Commissioners. Info.: C. Kraemer, 109 Oakmont Ave., San Rafael 94901 (415-456-4387).

31 – Feb. 1: A Symposium: Options for Retrospective Conversion, San Francisco (Calif.) Airport Hilton. Spons., Coop. Lib. Agency for Systems & Svcs. (CLASS). Fee, \$175. Enrollment limited. Info.: S. Forbes, CLASS, Suite 101, 1415 Koll Circle, San Jose 95112-4698 (408-289-1756).

#### **February**

**4-7:** Lib. Mgmt. Skills Inst., CE Ctr., U. of Houston, Tex. Spons., Assn. of Research Libs./Off. of Mgmt. Studies. Fee, \$325. Enrollment limited to 45. Info.: OMS, ARL, 1527 New Hampshire Ave. NW, Washington, DC 20036 (202-232-8656).

#### **ADVERTISEMENTS**

#### RATES FOR ADVERTISEMENTS

Nonprofit organizations: Line-by-line format, \$5/line; ALA institutional members, \$4/line. Display format, \$50/column inch; 20% discount to nonprofit ALA institutional members.

For-profit organizations: Line-by-line format, \$7.50/line; display format, \$75/column inch.

# Artificial Intelligence The Potential for Libraries

The University of Illinois Urbana-Champaign The Graduate School of Library and Information Science

July 24-26, 1985

Fee: \$395
(a not-for-profit workshop)
Enrollment limited to 35
For information, contact:

AARON COHEN ASSOC. RFD 1, Box 636, Teatown Rd. Croton-on-Hudson, NY 10520 914-271-8170

#### \* ANNOUNCING

a 1985 Seminar at Oxford University, England May 19-June 7, 1985

# English Libraries and Librarianship

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# BRITISH LIBRARIES AND LITERATURE STUDY TOUR

Aug. 10-25, 1985

Early registration advised. For details, contact: A. Robert Rogers, Dean, School of Library Science, Kent State University, Kent, OH 44242; 216-672-2782 or Frederic J. O'Hara, Palmer School of Library and Information Science, C. W. Post Center, Long Island University, Greenvale, NY 11548; 516-299-2866.

#### Designing & Space Planning the Electronic Library

Feb. 14-15, 1985 • Washington, D.C. April 4-5, 1985 • New York City Oct. 3-4, 1985 • San Francisco Fee: \$275

Authors: Planning the Electronic Office McGraw-Hill, 1983

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#### UNIVERSITY OF CHICAGO GRADUATE LIBRARY SCHOOL

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The Graduate Library School offers distinctive and challenging programs of instruction designed to provide a comprehensive educational foundation for career-long professional development in librarianship and in information science. Applications for scholarships for the academic year 1985 – 86 for the above degrees are now being accepted.

In addition to direct scholarship and financial aid, on campus and nearby in the city are available a wide variety of part-time work opportunities which provide support and invaluable preprofessional experience. Student loans are also available.

Application deadline Feb. 1; early and late awards are also made.

To apply write to: Dean of Students, Graduate Library School, JRL S-102, University of Chicago, 1100 E. 57th St., Chicago, IL 60637.

**6-8:** Adv. Planned Giving wkshp., Hyatt Regency – Crystal City, Arlington, Va. Spons., Cncl. for Adv. & Support of Ed. Info.: CASE, Suite 400, 11 DuPont Circle, Washington, DC 20036 (202-328-5900).

7: Authors & Publishers: A Symposium prog., Faculty Ctr., U. Calif./Los Angeles. Spons., Special LA/Southern Calif. Chap. Theme, "Wrtg. for Publication—Publshg. for Profit." Fee, \$50; \$30 students. Info.: D. McGarry, POB 5803, Sherman Oaks 91413.

8: Effec. Communication: Mtgs. & Grp. Dynamics wkshp., Mich. League bldg., U. Mich., Ann Arbor. Spons., Mich. LA/Acad. & Resrch. Libs. Div. Fee, \$52. Info.: SLS, UM, 580 Union Dr., 48109-1346 (313-763-1569).

**8:** The World of Rare Bks. wkshp., Col. of Info. Studies, Drexel U., Philadelphia, Pa. Spons., Drexel U./CIS. Fee, \$75. Info.: J.

#### COMING UP

ALA Midwinter Washington, D.C.

Jan. 5-10, 1985

National Library Week April 14-20, 1985

Executive Board Spring Meeting

May 1-2, 1985

ALA Annual Conference

Chicago, III.

July 6-11, 1985

IFLA General Conference

Chicago, III.

Aug. 18-24, 1985

Goldwater, Off. of Cont'g. Prof. Ed., CIS, Drexel U., 19104 (215-895-2153).

**8-14:** Art Libs. Society of North America annual conf., Hyatt Regency Hotel, Los

Angeles, Calif. Theme, "L.A.: Metaphor for the Future." Info.: P. Parry, Exec. Dir., ARLIS/NA, 3775 Bear Creek Circle, Tucson, AZ 85749 (602-749-9112).

10-12: Optical Videodisc Systems conf., Sheraton Royal Biscayne, Key Biscayne, Fla. Spons., Inst. for Graphic Communication. Info.: R. Murray, Dir. of Confs., IGC, 375 Commonwealth Ave., Boston, MA 02115 (617-267-9425; Telex: 94-4479).

**13-14:** Creative Tabloid Design & Redesign wkshp., Ramada Renaissance Hotel, Washington, D.C. Details: see Feb. 6-8.

15: Computing in Higher Ed.:
Microcomputer Dypts. & Trends conf.,
Waltham, Mass. Spons., New Eng. Reg'l.
Computing Prog. (NERCOMP). Info.:
NERCOMP, 439 Washington St., Braintree
02184 (617-848-6494).

Positions Open continued from p. 35.

CREF, excellent fringes. Deadline (postmark) for letter of application, resume, and names of 3 references: March 1. Starting date: Aug. 15. Submit to: Suzanne O. Frankie, Dean of the Library, Oakland University Library, Rochester, MI 48063. An equal-opportunity, affirmative-action employer.

Reference librarian/bibliographer for English & linguistics. Librarian II, University of Rochester. Available immediately. Responsible for building library collections and offering specialized reference assistance in English and American literature and in linguistics. Maintains effective liaison with the Department of English and with faculty in the 7 departments concerned with any aspect of linguistics. Serves as a member of a forward-looking team of librarians and support staff who provide bibliographic instruction, online searching and instruction, and general reference assistance including shared work on evenings and weekends. Opportunities to develop innovative services using UR's Geac online catalog, RLIN, OCLC, microcomputers, and databases in the humanities. Receives general direction from the head, reference department, and consults with the chief collection development officer. Qualifications: ALA-MLS; extensive academic study in English and linguistics; 3 yrs.' relevant reference experience in an academic library with demonstrated success in promoting library instruction and carrying out collection development responsibilities; good reading knowledge in the English; ability to communicate clearly both orally and in writing; successful experience in working effectively with faculty, students, and staff. Salary \$18,600 + depending on qualifications and experience. Send resume, cover letter, and names of 3 references by Feb. 1 to: Reference Search, Director's Office, University of Rochester Libraries, Rochester, NY 14627. An equal-opportunity employer.

Reference librarian/bibliographer for physical sciences, University of Arkansas Libraries. Half-time responsibilities in the reference department will include provision of general and specialized reference service for the physical sciences, bibliographic instruction, and online searching. Rotated night and weekend reference desk duty. Half-time responsibilities in the acquisitions department will include book and journal selection to support instruction and research in physics and chemistry and to serve as library liaison with departments of Chemistry and Physics. Qualifications: accredited ALA degree and strong background in physical sciences; knowledge of science literature and demonstrated oral and written communication skills. Preference will be given to candidates with graduate/undergraduate degree in physical sciences; experience in reference and

collection development; training in or experience with DIALOG and BRS. Appointment: Assistant Librarian (tenure-track), 12-mo. contract, salary range \$16,500 - \$20,000 depending on qualifications. Send resume and 3 references to: John A. Harrison, Director of Libraries, University Libraries, University of Arkansas, Fayetteville, AR 72701. The University of Arkansas is an equal-opportunity, affirmative-action employer.

Reference librarian/business bibliographer. Duties include collection development in business, reference desk assistance, online searching, and user instruction. Accredited MLS required. Academic background or undergraduate degree in business or economics, library experience emphasizing business research and/or 2nd subject master's degree, experience with online searching preferred. \$16,000 – \$18,000 based upon experience. Send letter of application, resume, and names of 3 references or placement bureau address by Jan. 31 to: Dennis R. Defa, 328 Marriott Library, University of Utah, Salt Lake City, UT 84112. The University of Utah is an equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

Reference librarian (business). Reopened. To be considered, prior applicants must reapply. Responsibilities include reference work, online database searching (DIALOG, BRS, SDC), assistance in materials selection and bibliographic instruction, special projects, and some night work. Qualifications: an ALA-accredited MLS, the ability to communicate effectively and to work well with faculty, students, and colleagues. A business background is desired, preferably a bachelor's degree. Library experience as well as experience in computerized database searching is desired. Salary: \$15,000/yr. minimum, dependent upon qualifications. 12-mo., tenure-track appointment (Instructor rank). Applications now open. Send resume and 3 letters of reference by the deadline of Feb. 15 to: Douglas E. Jones, Dean of Libraries, The University of Alabama, POB 5, University, AL 35486. The University of Alabama is an equal-opportunity, affirmative-action employer.

Reference librarian for the social sciences. Entry-level. Preferred qualifications include academic and/or work experience in one of the social sciences. Additional preference will be given to individuals with experience in the areas of online searching, library applications of microcomputers (particularly the IBM PC), and bibliographic instruction in an academic setting. An ALA-accredited degree is required. Duties include providing general reference assistance at the reference desk, online searching, and working with an IBM PC and its application to online searching and other reference and administrative functions, bibliographic instruction to undergraduate and grad-

uate-level students, preparation of bibliographies and other related activities. This is a taculty appointment and additional work in the areas of scholarship, professional development, and service activities is expected. Some weekend and evening work. Virginia Commonwealth University is a state university with over 20,000 students and offers undergraduate and graduate degrees in the liberal arts and professional degrees in social work, education, medicine, business, public administration, etc. Salary: \$16,000 minimum. Health and retirement benefits. Applications deadline is Feb. 15. Send letter of application and resume with the names of 3 references to: Ronald Allen, Chair, Search Committee, University Library Services, 901 Park Ave., Virginia Commonwealth University, Richmond, VA 23284. VCU is an equal-opportunity, affirmative-action employer.

Reference librarian with specialization in the humanities. Provides general reference service with 11 full-time reference specialists. Specialist activities include extensive online database searching, bibliographic instruction, department liaison, and collection development. ALA-accredited MLS, or equivalent, required. Preferred qualifications include 2 yrs.' post-MLS reference experience with research literature of the humanities and an undergraduate major in language and literature, philosophy, or religious studies. An advanced degree in a related discipline is desirable. Tenuretrack position. 24 days' annual leave, tuition remission, usual benefits. Rank and salary dependent upon education and experience. Assistant Professor: \$18,000 minimum, Associate Professor: \$20,000 minimum. Send letter of application, current resume, and the names, addresses, and telephone numbers of 3 recent references by Feb. 15 to: Jill Keally, Personnel Librarian, The University of Tennessee Library, Knoxville, TN 37996-1000. UTK is an EEO, affirmative-action, Title IX, Section 504 employer.

Reference services coordinator. Scholar-librarian (Librarian II — III equals Assistant or Associate Professor), to direct reference, develop online services, participate in bibliographic instruction, assist in collection development, and work with interlibrary loan. Full-time, tenure-track faculty position requiring MLS from ALA-accredited program + combination of experience and additional academic credentials. Advanced degrees, quality experience, and publications prefered. Salary commensurate with credentials; \$20,000 minimum. Apply with letter, resume, and 3 references by Feb. 20 to: Reference Search Committee, AUM Library, Auburn University at Montgomery, Montgomery, AL 36193-0401. An equal-opportunity employer.

Reference unit head. Supervises and administers the reference unit and participates in reference desk service, bibliographic instruc-

#### LIBRARY

#### Head of Reader Services

The California Institute of Technology is an independent, privately-supported institution which is considered one of the world's major research centers. We are presently seeking a Head of Reader Services, one of six department head positions in the library, with responsibilities for supervision of general reference, interlibrary loans, circulation, photocopy, and delivery services. Other responsibilities include regular assignments at the reference desk, development of reference resources, coordination of data base searching, promotion and publicizing of library services, planning and implementation of instructional programs relating to use of the library and end-user searching, and assisting in planning and development of policies and service programs.

Applicants for the job must possess a Master's Degree in Library or Information Science and have at least five years experience in an academic or research-oriented library. An advanced subject degree is desirable. Applicant must demonstrate knowledge and experience in supervision, reference work, computer literature searching, and instruction. Skills in planning, writing, oral communications, and interpersonal relations are required.

The Caltech Libraries contain approximately 380,000 volumes and subscribe to 5,875 periodicals, serving 789 faculty, 874 undergraduates, and 936 graduate students. The total staff consists of 18 librarians and 39 support staff.

The salary is commensurate with experience and qualifications, with a minimum of \$28,000 annually. For consideration, please send a letter of application with resume and at least three references to: Glenn L. Brudvig, Director of Information Resources, Millikan Library, California Institute of Technology, Pasadena, CA 91125. We are an affirmative action/equal opportunity employer. Women & minorities are encouraged to apply.



# Caltech

tion, and collection development. Minimum of 3 yrs. library experience, including experience in the following areas: reference desk service, library instruction, online database services, and collection development. Online catalog/circulation system operational, summer 1984. ALA-accredited master's degree. 2nd advanced degree is highly desirable. Candidate must be service-oriented and possess good communication, human relations, and managerial skills. 12-mo. appointment, tenure-track position; rank commensurate with experience. Minimum salary: \$20,000. Position available: July 1. Send resume and names of 3 references by Feb. 1 to: Raymond A. Frankle, Director, J. Murrey Atkins Library, The University of North Carolina at Charlotte, Charlotte, NC 28223. The University of North Carolina at Charlotte, is an equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

Research & development officer: assists the director of University Libraries in research & development – related functions. Responsible for identifying potential sources of external funds for various library programs and for preparing grant proposals and applications; developing sources for potential grants; discussing projects and programs suited for grants with staff; compiling statistical data, writing narrative portions of proposals, and coordinating the grants process with appropriate library staff. Explores and directs external fundraising within the University Libraries system and works closely with the UB Foundation and other campus agencies. Directs, designs, coordinates, and conducts staff development activities. Functions as the RLG coordinator for the University Libraries. Receives all RLG/RLIN-written communications, including electronic mail, and logs and distributes them to appropriate library staff members. Works closely with the director and various RLG/RLIN Program Committee members. Serves as the primary contact person between the libraries and RLG central staff. Represents the University Libraries at appropriate RLG/RLIN meetings. QUALIFICATIONS: MLS from ALA-accredited school; at least 2-3 yrs.' experience in responsible positions in a large academic or research library; a demonstrated knowledge and clear understanding of the role and

function of academic and research libraries and research methods and techniques; ability to communicate effectively orally and in writing; and familiarity with correspondence and report presentation are required. Experience with proposal writing and fundraising is very desirable as is an understanding of instructional and research programs within a university and their relation to library needs. SALARY: \$22,000+, depending upon qualifications; faculty status at the rank of Senior Assistant Librarian. Send letter of application & resume including the names of at least 3 references to: M. E. State, Assistant to Director for Personnel, University Libraries, SUNY/Buffalo, 432 Capen Hall, Buffalo, NY 14260. An EO, AA, and Title IX employer.

Retrospective conversion authority ctrl. In. Resp. for monitoring series and name authority records created by a project to convert manual records into the ORION system. Duties incl. helping develop procedures, managing project staff (ca. 4 FTE), answering questions on elements of cataloging records, establishing AACR2 entries as necessary. Qual. incl. familiarity w/name authority philosophy & practice, & exp. in cataloging using MARC formats. Must understand prev. cataloging philosophies & practices. Prefer demon. successful supvsy. exp. and familiarity with UCLA's ORION system. Req. reading knowledge of one or more modern Western European lang. Sal. \$21,024—\$36,996 for one yr. w/likelihood of 2-yr. extension. Prefer appl. by Jan. 15, with complete statement of qual., resume, and names of 3 ref. to: Rita A. Scherrei, Director of Administrative Systems and Personnel Services, University Research Library, UCLA, 405 Hilgard Ave., Los Angeles, CA 90024.

Retrospective conversion serials In. Resp. for analyzing complex, manual catalog records referred because of bibliographic problems and converting them to machine-readable form. Duties incl. problem-solving, and estab. & modifying procedures, & may incl. original cataloging. Qual. incl. ability to work with major Western European lang., fam. w/Lib. of Congs. cataloging practice, w/MARC serials format, & w/CONSER conventions. Must understand AACR2. Prefer recent exp. in serials

cataloging & understanding of prev. cataloging rules & practices. Sal. \$21,024 — \$36,996 for one yr. w/likelihood of 2-yr. extension. Prefer appl. by Jan. 15, with complete statement of qual., resume, & names of 3 ref. to: Rita A. Scherrei, Director of Administrative Systems and Personnel Services, University Research Library, UCLA, 405 Hilgard Ave., Los Angeles, CA 90024.

Science and engineering reference librarian. Duties include traditional and computeraided reference; work with professional staff in development of the physical science and engineering collection; bibliographic instruction; online searching. Accredited MLS and undergraduate degree in science or engineering required. Graduate work in physical science or engineering, 2 yrs.' related experience and reading knowledge of German preferred. \$16,000 – \$20,000 based upon experience. Send letter of application, resume, and names of 3 references or placement bureau address by Jan. 31 to. Dennis R. Defa, 328 Marriott Library, University of Utah, Salt Lake City, UT 84112. EEO, AA employer. Women and minorities are encouraged to apply.

Science-engineering reference librarian. To provide reference service for undergraduate and graduate students and faculty, participate in collection development in science or engineering. Conduct online searching, bibliographic instruction, and faculty liaison work. Required: ALA-accredited MLS; either an academic background in sciences or public service experience in an academic science library or special library; computer searching; strong communication skills. Salary: \$18,000, competitive and commensurate with experience. 12-mo. appointment, plus fringe benefits. Prairie View A&M is a dynamic university, located 45 miles northwest of Houston, with a new library building to be completed by 1987. Applications, including resume and 3 references postmarked by Jan. 15 to: Prairie View A&M University, Prairie View, TX 77446.

Support services librarian, NOTIS, Northwestern University Library (search reopened). Provide training, consultation, and user documentation to NOTIS system users. Demonstrate the system to interested libraries. Requirements: MLS from ALA-accredited library school; 3 yrs.' professional library experience, including training for use of automated library systems; working familiarity with NOTIS preferred; ability to communicate effectively; willingness to travel up to 10 days a mo. Salary: \$21,000 – \$26,000. Send letter of application and names of 3 references to: Lance Query, Director of Library Research, Analysis, and Personnel, Northwestern University Library, Evanston, IL 60201. An EEO, AA employer.

2 positions open. Broward Community College is currently accepting applications for: 1) reference librarian—master's degree in library science from an ALA-accredited library program; and 2) catalog librarian—master's degree in library science from an ALA-accredited library program; ability to follow AACR2 rules and familiarity with OCLC, Dewey Classification, and LC subject headings; prefer university-level cataloging experience. Salary range: \$16,700 - \$19,900. Request for an official application should be sent by Jan. 24 to: Broward Community College, Personnel Dept., 225 E. Las Olas Blvd., For Lauderdale, FL 33301. An equal-access, equal-opportunity institution.

2 positions: special collections librarian/humanities cataloger and life sciences librarian/science cataloger. Opportunities for creative and flexible librarians to work with both public and technical services aspects of an integrated, automated system (LIAS), which allows decentralization and distribution of original cataloging to public service units. After several mos. full-time training in the catalog unit, incumbent will move to a home public service unit to assume reference and

# Tennessee Tech University Libraries Coordinator and Head of Public Services

One of 4 major division heads within the university library system responsible for a reference/subject bibliographer staff of 4 faculty members, one paraprofessional, and a support staff of 4 FTE. Responsible for the following units and services: circulation, reference and information services, and the comprehensive bibliographic instruction program. Major responsibilities for public relations and outreach activity with 42 departmental faculty liaisons. Liaison activity with the Friends of the Library Foundation.

#### POSITION REQUIREMENTS:

- 1) The MLS (ALA) with preference given to candidates with a 2nd master's degree in a subject area
- Candidates should be able to demonstrate strong prior successes in planning for and managing effective information support programs which are directly supportive of teaching and research.
- 3) Candidates should be able to demonstrate evidence of involvement with effective bibliographic instruction efforts.
- Candidates should demonstrate evidence of a commitment to a combined library and learning resource model.
- Candidates should demonstrate evidence of involvement with professional associations and should display an interest in publication and research.
- 6) A minimum of 5 yrs.' experience in various areas of public or access services is required. Prior supervisory experience is preferred.

SALARY AND BENEFITS: This position is a tenure-track, faculty position with appointment at the Assistant Professor rank. Salary will be in the range of low to mid-\$20s for a 12-mo. position. 24 days' vacation per year. Excellent fringe benefit package with option of state retirement or TIAA/CREF.

The successful candidate will assume the post on or around March 15.

APPLICATION PROCEDURE: Apply by Jan. 31 (letter of interest, resume, and 4 references with telephone numbers) to:

Edward D. Garten
Director of Libraries
Tennessee Tech University
Box 5066
Cookeville, TN 38505

Tennessee Tech University is an equal-opportunity, affirmative-action employer.

collection development responsibilities, maintaining an original cataloging assignment and formal ties with the cataloging unit. Duties include (for SPECIAL COLLECTIONS LIBRARIAN): reference and instructional services, as directed by the chief of special collections; collection development; analysis and planning for adding archives, manuscripts, and uncataloged rare books to the LIAS database; original cataloging in the humanities as detailed below; (for LIFE SCIENCES LIBRARIAN:) reference, database searching, and instructional services as directed by the head of the Life Sciences Library; collection development; original cataloging in the life sciences as detailed below. Cataloging duties will include original cataloging in an assigned subject field, including authority work, adding classification numbers and appropriate headings, general authority control; assessment and maintenance of database quality; establishing bibliographic policies and priorities in assigned subject field. QUALIFICATIONS: ALA-accredited MLS or equivalent; academic or significant experience background in the humanities or life sciences as appropriate; facility with at least one Western European language. Work experience in academic, research, or special library (significant preprofessional library experience considered). Humanities or life sciences reference experience or cataloging via national utility or local automated system experience (candidates with both preferred). Knowledge of AACR2 and MARC tagging. Potential for promotion and tenure. These are faculty positions with academic rank in the reference and instructional services division of Penn State's main campus library. The University Libraries include a central collection and 6 subject libraries at University Park, and libraries at each of 20 campuses throughout the commonwealth. Collections include over 2 million volumes, as well as extensive holdings of maps, microforms, and documents. Serving approximately 63,000 students at all locations, with 35,000 enrolled at University

the Pittsburgh Regional Library Center. Available immediately. Salary and rank depend on qualifications; \$18,000 minimum. Liberal benefits, state or TIAA/CREF retirement, educational privilege. Deadline: Feb. 15, or until suitable candidate found. Send letter, current complete resume, and names of 3 references to: Anne Minshall, Box C-ALA, The Pennsylvania State University, E505 Pattee Library, University Park, PA 16802. An equal-opportunity, affirmative-action employer.

3 positions: Meyer Library, Southwest Missouri State University. 1) Head, reference department. Reports to director of public services. Responsible for coordinating and supervising 6 FTE in a library of 400,000 volumes. Administer reference services including general reference, interlibrary loan, computer-assisted reference, bibliographic instruction, and collection development. ALA-accrédited master's required; 2nd master's preferred. Candidates should have several yrs, experience in all facets of reference service,

including supervisory experience. 9-mo. appointment; additional summer appointment usually available. Salary \$18,000 - \$21,000 for 9 mos. 2) Reference librarian. Reports to the head, reference department, and provides general reference services as assigned, including bibliographic instruction, and computerassisted reference. Limited night and weekend reference duty. ALA-accredited master's required; 2nd master's and online database searching experience preferred. 9-mo. appointment; additional summer appointment usually available. Salary: \$16,000 for 9 mos. 3) Cataloger. Reports to the head, cataloging department. Catalogs monographs, print and nonprint materials, using OCLC/MARC format. ALA-accredited master's and knowledge of AACR2, LC classification and subject headings are required. Knowledge of OCLC and MARC formats is desirable. Prefer one yr.'s cataloging experience, especially with nonprint materials, but will consider new graduates. 9-mo. appointment; additional summer appointment usually available. Salary \$16,000 for 9 mos. Each position is faculty appointment; tenure-track, with occasional teaching assignment in a university community of 15,000 students and 600 faculty. Starting dates negotiable. Applications must be received by Feb. 15. Send letter of application with resume, including the names of 3 references, to: John M. Meador, Dean of Library Services, Box 175 Library, Southwest Missouri State University, 901 S. National, Springfield, MO 65804-0095. An equal-opportunity, affirmative-action employer.

University librarian/director of learning services (search continued). Northeastern Illinois University invites applications and nominations for the position of university librarian/director of learning services. Northeastern is an accredited, public, urban, commuter university with an enrollment of 10,000 students. The university librarian/director of learning services administers all library services, a media service/production department, 2 branches; manages a collection of 484,000 volumes, 5,000 serials, a full range of nonprint materials; directs a staff of 24 faculty and 56 civil service employees; reports to the provost. The position carries faculty rank but is nontenured. It is available July 1, with a salary of \$42,000—\$47,500. Applicants should meet the following minimum requirements: ALA-accredited MLS and additional graduate degree; 5 yrs.' responsible administrative experience in an academic library; ability to administer audiovisual materials production and services; experience in automated systems management and development; evidence of professional and scholarly achievement. Experience in both public and technical services is desirable. Send letters of nomination or application (along with a resume and the names and addresses of 3 professional references) by Feb. 15 to: John Cownie, Provost, Academic Affairs, Northeastern Illinois University, 5500 N. St. Louis Ave., Chicago, IL 60625. Northeastern Illinois University is an affirmative-action, equal-opportunity employer.

#### ALA

# Deputy Executive Director Resources and Technical Services Division A Division of the American Library Association

This full-time position entails responsible work at the middle-management level under the general supervision of the RTSD executive director. The incumbent will offer counsel and support for the work of the RTSD Board of Directors, RTSD division and section committees, discussion groups, and the Council of Regional Groups (over 80 units in all). The emphasis of the position is RTSD programming, especially regional institute programming.

Requirements: MLS from an ALA-accredited program. Knowledge of planning and running continuing education programming; knowledge of associations in general and ALA specifically, as well as communications skills, are expected. Salary \$23,000 minimum. Excellent benefits, 4-week vacation, low-cost insurance, TIAA/CREF. Some travel.

Send resume by Feb. 1 to: ALA Personnel Office, 50 E. Huron St., Chicago, IL 60611.

Affirmative-action, EOE

#### LIBRARY EDUCATION

Associate/assistant professor. The University of Oklahoma School of Library Science seeks candidates with expertise in the area of the organization of knowledge (cataloging and classification) with competence in technical applications thereof. Preference will be given to candidates who also possess expertise in such related areas as automation, library systems, networking. Doctorate preferred or candidates about to receive one. Candidates must possess a master's degree from an accredited library school program. Experience in library science/technical processing preferred. Evidence of research and scholarly publication. Teaching experience preferred. Record of professional service. 9-mo. appointment. Rank and salary dependent upon qualifications and experience (Assistant Professor, \$22,500 – \$24,000; Associate Professor, \$25,200 – \$24,000; Closing date Feb. 1. Submit applications to: Sylvia G. Faibisoff, Chair, Search Committee, School of Library Science, University of Oklahoma, 401 W. Brooks St., Norman, OK 73019. Equal-opportunity, affirmative-action employer.

Library and information science faculty. One tenure-track position available in September at Drexel University for candidate prepared to teach existing courses and to develop new courses and research projects in the following areas: resources in science and technology, abstracting and indexing, serial literature, scholarly and professional communica-

tion. Doctorate or equivalent required. Appointment at Assistant or Associate Professor level. Salary negotiable from minimum of \$25,500 per academic year at Assistant Professor level. Candidates should have strong interests in research and in teaching at both graduate and undergraduate levels. An orientation to the special library/information center world is desirable. Closing date Feb. 15. Resume should accompany application to: Belver Griffith, Search Committee, College of Information Studies, Drexel University, Philadelphia, PA 19104; 215-895-2488 or 895-2474. An equal-opportunity, affirmative-action employer; applications from women and minorities sought.

Library and information science. The University of Texas at Austin invites applications for a faculty position in the Graduate School of Library and Information Science, to begin with the fall semester, 1985. Candidates should have experience in 2 or more of the following areas: special libraries or information centers; indexing and abstracting; government publications; records management. Commitment to research is essential. The PhD and/or management experience with major corporate or governmental special libraries are desirable. Rank and salary will depend on qualifications and experience; minimum salary for Assistant Professor will be \$24,000 for 9 mos. Summerschool teaching is usually available. Apply by Feb. 1 to: Ronald E. Wyllys, Dean, GSLIS, The University of Texas at Austin, Austin, TX 78712-1276. An EEO, AA employer.

#### University of Wisconsin – Milwaukee School of Library and Information Science Assistant or Associate Professor

Tenure-track position in the School of Library and Information Science to be filled at the beginning of the fall semester, 1985. Applicants must hold a PhD or EdD in instructional media technology or closely related field and have teaching and/or practical experience in production and supervision of instructional media technology. Research and teaching are to be focused on media technology; production of graphic, projected, and electronic media; utilization of modern media technology in the transfer of information; management of media technology.

Salary range is \$22,000 - \$30,000 for academic-yr. (9-mo.) appointment plus additional compensation for possible summer teaching. Generous fringe benefits.

The School of Library and Information Science will receive applications until the position is filled. Send letter of application and resume to:

Mohammed M. Aman, Dean
School of Library and Information Science
University of Wisconsin – Milwaukee
POB 413, Mitchell 214
Milwaukee, WI 53201

The University of Wisconsin - Milwaukee is an affirmative-action, equal-opportunity employer.

#### of Library and Inform

#### School of Library and Information Studies University of California, Berkeley

The University of California, Berkeley, seeks a dean for the School of Library and Information Studies for appointment July 1. The school offers master's and doctoral programs and undergraduate courses in management and technology of libraries and other information organizations, bibliography, information systems, and history of printing.

A record of scholarly achievement warranting a tenured faculty position in library and information studies, information science, or related disciplines, is required. The dean provides academic and administrative leadership, promotes research, and maintains coordination with other units on the Berkeley campus.

Salary range \$40,000 – \$67,000 depending on qualifications/experience.

Applications, to include a detailed resume and list of references, should be submitted by Feb. to:

Chair, Library Search Committee 200 California Hall University of California, Berkeley Berkeley, CA 94720

Late applications will be considered until the position is filled.

The University of California is an equal-opportunity, affirmative-action employer.

#### MEDICAL LIBRARY

Monographs librarian—available immediately. The University of Arkansas for Medical Sciences Library has a monographs librarian position available. This librarian will be responsible for the acquisition and cataloging of monographic materials, and will have major responsibility for selection of these materials. Planning for an integrated online library system is currently in progress and retrospective conversion of monograph records has been completed. The monographs librarian reports to the coordinator of technical services and supervises one professional librarian and 3 other staff members. Qualification requirements include a master's degree from an ALA-accredited library school, at least 3 yrs.' cataloging experience (preferably in a health sciences library), a knowledge of OCLC, and supervisory experience. Salary range is \$18,000 – \$21,000. This position carries library faculty status with benefits including TIAA/CREF, 22 days' vacation, and 12 days' sick leave. The UAMS Library serves the colleges of Medicine, Nursing, Pharmacy, and Healthe Related Professions, and the Graduate School and University Hospital. Application deadline: Jan. 30. Send letter of application, resume, and the names and addresses of 3 references to: Mary L. Ryan, Coordinator of Technical Services, UAMS Library, Slot 586, 4301 W. Markham, Little Rock, AR 72205-7186. The University of Arkansas is an equalopportunity, affirmative-action employer.

#### **NETWORK**

Network librarian. Bibliographical Center for Research (BCR), Denver, Colo., has opening for an OCLC member services librarian for its branch office located at the University of Kansas in Lawrence. Incumbent is responsible for providing training and technical assistance to OCLC libraries primarily in the Kansas area. The librarian will receive extensive training in Denver before staffing the Lawrence office. Transportation and lodging paid while in Denver. Position requires frequent travel (20 – 30 percent) and frequent telephone communication with staff members in OCLC libraries. Required are MLS, at least 1½ yrs.' recent experience with the OCLC cataloging subsystem, strong interpersonal communication skills, an ability to work independently. Teaching or training experience and experience with other OCLC subsystems, microcomputers, or other automated systems highly desirable. Salary: \$18,000 –\$21,000 negotiable, full health coverage, liberal staff development benefits. Application deadline Jan. 30. Submit resume and names of 3 references to: Joyce Coyne, Personnel, BCR, 1777 S. Bellaire, G-150, Denver, CO 80222. EEO employer.

#### **PUBLIC LIBRARY**

Acquisitions librarian (juvenile). Duties: responsible for planning, selecting, and maintaining entire juvenile and youth book collection. Perform ongoing accounting of juvenile book budget. Qualifications: MLS from ALA-accredited school. 1—3 yrs.' juvenile book selection experience in medium to large public library preferred; some public contact desirable. Requires extensive practical knowledge of both children's and young people's books. Institution: well-supported, heavily used, 3-co. rural/suburban system with 11 branches along scenic Columbia River Gorge. This position in headquarters directly across the river from Portland, Ore. Charter WLN member, presently utilizing LIBRIS acquisition system. Salary: \$1,443—\$1,843 per mo., with excellent benefits package. Reply with resume to: Fort Vancouver Regional Library, 1007 E. Mill Plain Blvd., Vancouver, WA 98663.

Adult services librarian. Entry-level position. Seeking strong, public-service-oriented

person to participate in reference, readers' advisory, and collection development work. ALA-MLS required. Position open immediately. Starting salary \$13,397. Liberal fringe benefits. Send resume and letter of application postmarked by Jan. 15 to: Lorain OH Public Library, 351 Sixth St., Lorain, OH 44052. An equal-opportunity, affirmative-action employer, M/F.

Assistant executive director. The Public Library of Columbus & Franklin County seeks a success-oriented library administrator who is capable of meeting the challenge of a major metropolitan library system with a commitment for excellence in the delivery of library services. As the only assistant executive director, the person selected would work closely with the executive director and assist in the formulation, administration, and evaluation of library policies and programs. In order to receive prompt consideration, applicants must have an MLS from an accredited ALA college or university with excellent interpersonal skills, thorough knowledge of fiscal management, library administration, demonstrated competency in the automation of library service, and at least 8 yrs.' progressive library experience including 3 yrs.' administrative experience. PLCFC is located in Ohio's capital city with a metropolitan population in excess of 1.3 million residents and numerous educational, recreational, and cultural opportunities. Our system has a fully automated catalog, circulation, and management system, with a strong commitment to creative programming and emphasizes continued professional growth and development for all staff members. An annual budget of \$11+ million, staff of 370, 20 branches, a main library, an administration building, and outreach departments. Our compensation package includes a comprehensive benefit program along with an excellent starting salary of \$35,000 — \$40,000 (negotiable). If interested, forward resume and salary history in confidence to: Director of Personnel, Public Library of Columbus and Franklin County, 28 S. Hamilton Rd., Columbus, OH 43213.

Assistant head of adult services, Asheville-Buncombe Public Library. Assists in coordinating and supervising adult services operation in central library, including collection development, staff orientation and training, direct reference services, and program planning. ALA-accredited MLS with 1 – 2 yrs. related experience. \$13,598 probably increasing to \$14,768 in 6 mos. Send letter of application, resume, and names and addresses of 3 references by Feb. 1 to: Nancy Hammond, Asheville-Buncombe Public Library, 67 Haywood St., Asheville, NC 28801.

Branch children's librarian, city of Scottsdale, Ariz. Dynamic upscale community of 108,000 seeks creative and energetic children's librarian for new branch (25,000 sq. ft.). Scottsdale Public Library enjoys high community visibility and strong support with a use factor double the national average. Will assist extension services manager in creating new children's collection and services. Proven track record in developing community contacts, collection development, and programming. MLS preferred. Salary range \$19,307 - \$29,068 annually, starting figure negotiable to midrange, plus excellent benefits. Send resume by Feb. 4 to: City of Scottsdale, Human Resources, Attn.: Bernadette Johnson, 7575 E. Main St., #205, Scottsdale, AZ 85251; 602-994-2491.

Branch coordinator, city of Scottsdale, Ariz. Innovative upscale community of 108,000 seeks enthusiastic individual to supervise new branch (25,000 sq. ft.) in expanding library system, annual budget \$1.6 million. Scottsdale Public Library enjoys high community visibility and strong support with a use factor double the national average. Under direction of extension services manager, coordinator is responsible for collection development, staff supervision, programming, and community contacts. MLS

preferred, plus 2 yrs.' professional library experience including supervision. Salary \$19,000 – \$31,500 annually, starting figure negotiable to mid-range, plus excellent benefits. Send resume by Feb. 4 to: City of Scottsdale, Human Resources, Attn.: Bernadette Johnson, 7575 E. Main St., #205, Scottsdale, AZ 85251; 602-994-2491.

Branch manager of the Georgetown branch, Allen County Public Library. Manage large, attractive, full-service branch in a quickly growing suburban community. Introduce new ideas and approaches to delivering of library services and materials to a setting serving a population of 50,000 with a 50,000 + vol. collection at an annual circulation rate of 300,000. Enhance full range of services which branch now offers including public-access computers and active children's program. Manage staff of 9.6 FTE, including small nearby branch and 2 bookmobiles. ALA-MLS, or any combination of experience and training which provides the required knowledge, skills, and abilities. Open, congenial, positive people and service orientation a must. Desire and ability to promote library materials, programs, and services. Creativity in use of space and other resources to make available and effectively promote library materials and services. Willingness to try new approaches and take risks. Supervisory experience and excellent organizational ability. Enthusiasm, resourcefulness, energy, good judgment, good humor. \$22,048 if one yr. is worked at 1984 rate. Liberal insurance benefits. Cumulative sick leave. Public Employees' Retirement Fund. Federal credit union. 4 weeks' vacation. Send resume, letter of interest, and 3 work references to: Charlene P. Holly, Personnel Manager, Allen County Public Library, 900 Webster St., POB 2270, Fort Wayne, IN 46801. Interviews will be conducted concurrently with the application process. Successful applicant to begin as soon as possible. An equal-opportunity employer.

Cataloging services manager. Manage the cataloging function of a large Midwest library with materials budget of \$1 million. Work closely with the technical services manager in planning and implementing changes in policies and procedures. Select, supervise, train, and evaluate the cataloging staff of 4 FTE. ALA-accredited MLS, or any equivalent combination of experience and training which provides the required knowledge, skills, and abilities. Experience in cataloging, preferably using an online system. Knowledge of OCLC and MARC coding, especially nonbook formats, desirable. Experience in supervision desirable. Good working knowledge of AACR2, Dewey Decimal Classification system, Library of Congress subject headings. Ability to work well with people and to communicate well in writing and orally. Friendliness, resourcefulness, good judgment, initiative, good humor. Salary \$20,257 if one yr. is worked at 1984 rate. Liberal insurance benefits. Public Employees' Retirement Fund. 4 weeks' vacation. Federal credit union. Cumulative sick leave. Letter of interest, resume, and the names of 3 work references to: Charlene P. Holly, Personnel Manager, Allen County Public Library, 900 Webster St., POB 2270, Fort Wayne, IN 46801. An equal-opportunity employer.

County librarian. Santa Clara County, Calif., seeks a county librarian who will be responsible for planning, developing, and administering all phases of the county library program. This includes formulating policy, administering public and technical services, participating in the development of an annual budget, etc. The budget is just over \$7 million. There are 165 full-time and 160 hourly employees. Service is provided to approximately 330,000 people. The combined circulation for 1983/84 was 2.5 million volumes. Salary: \$4,437 - \$5,012 monthly plus excellent executive benefit package. Employment standards: substantial administrative and supervisory experience as a professional librarian involving program planning and participation in policy determination on a systemwide basis in a public library organization. Ability to analyze budgetary requirements and to work with

advisory library commissions, etc. Applications, job announcements, and filing information may be obtained by contacting: Santa Clara County Personnel Dept., County Government Center, East Wing, 70 W. Hedding St., San Jose, CA 95110; 408-299-2341. EEO, MF/H.

Director, Ashtabula County District Library. Coordinate 2 libraries (Ashtabula, Geneva), county bookmobile outreach. Area rich in literary/historical and industrial/agricultural/shipping base. Near Erie, Buffalo, Pittsburgh, Toronto, Akron, Cleveland, Columbus. ALA-accredited MLS preferred, 3 yrs. 'library administrative experience needed. Salary minimum \$23,000, negotiable. Applications postmarked by Jan. 15; position filled by March 31. Complete resume, 5 references to: Stuart Jackson, Society Bank (Eastern Ohio, NA), 4717 Main Ave., Ashtabula, OH 44004.

Director, Mitchell Public Library, Hillsdale, Mich. Administration for library of 25,000 vols., budget of \$100,000, staff of 4. Bachelor's degree in library science required. Master's degree preferred. Salary open. Current salary \$20,600. Send resume and references by Feb. 1 to: City Manager, City Hall, Hillsdale, MI 49242. WF/V/H.

Director: South Windsor Public Library, South Windsor, Conn., seeks a library director for a community of 18,000. Staff 13 FTE, collection 75,000. Qualifications: MLS from ALA-accredited school, 5 yrs.' supervisory experience, 3 of which must be in public library administration; extensive personnel background, budget ary and management skills. Minimum salary: \$25,000 plus benefit package. Open: June 1. Closing date for applications: Feb. 28. Send letter of application and resume to: Chair, Library Board of Directors, South Windsor Public Library, 1550 Sullivan Ave., South Windsor, CT 06074. EOE.

Director, Wheeler Basin Regional Library (search reopened). Progressive, 3-co. library system in north central Alabama serving 166,400 residents. 3 branches, FY 1984 budget \$520,000 (10% + increase expected in 1985). CLSI now being implemented. MLS from ALA-accredited school, 2 yrs.' increasingly responsible professional public library experience with minimum of one yr.'s supervisory experience desired; equivalent school and/or academic library experience will be considered. Community-oriented person with strong fiscal and human relations skills. Minimum starting salary \$27,000 (negotiable) plus fringes. Deadline Jan. 21. Contact: Jean Rankin, Chair, Search Committee, Wheeler Basin Regional Library, POB 1766, Decatur, AL 35602.

Head of main library services, Moline Public Library, Moline, Ill. Progressive public library seeks creative administrator to supervise public services at main library in city of 46,500. Duties include direction of reference dept., circulation dept., adult book selection, adult programming, and the Quad-City/Scott County Film Cooperative. Supervises 16 FTE staff. \$48,750 book budget. Library participates in CLSI automation project soon to link Quad-City-area public, academic, and special libraries. Requirements include ALA-MLS, 3 yrs. professional work in public libraries including collection development and staff supervision experience, good communication skills, and proven ability to work well with both public and staff. Salary range: \$19,500 - \$24,500. 4 weeks' vacation. Apply by Feb. 15. Send resume and 3 references to: Ronald B. McCabe, Director, Moline Public Library, 504 17th St., Moline, IL 61265. Equal-opportunity employer.

**Librarian (children's).** \$19,462/yr. New Castle County, Del., is seeking a qualified individual with a master's degree in library science

# 4 Positions Open Kanawha County Public Library

Reorganization, retirement have created openings in West Virginia's largest public library. Good salaries, fringe benefits. Countywide system consists of a main library with 7 branches, 90 full-time employees. Stable funding. Automated circulation system expected to be operational by Jan 1. All openings require an ALA-accredited degree.

- Reference librarian to share work of busy general reference desk and book selection. Special responsibility for state and local clip files and Foundation Center materials. Some evenings and Saturday work. 37½-hr. week. Starting salary \$15,600 – \$16,224 depending upon experience.
- 2) Extension department/children's services coordinator responsible for planning and implementing library services and programs to county public and private schools. Serves as consultant on children's services to branch and affiliate libraries. Responsible for collection development, development of puppet shows, and materials. 1 3 yrs.' experience veretivity, enthusiasm, imagination required. Supervisory experience desirable. Directs work of another librarian in developing certain programs, materials. 37½-hr. week. Schedule may vary. Possibility of some evenings, Saturdays. Starting salary \$17,004 \$17,688 depending upon experience.
- 3) Chief, circulation department requires at least 3 yrs.' experience in library work, some of which must have included supervisory and/or administrative work. Must possess problem-solving, planning, and organizational ability with a strong sense of service. Supervises a full-time and part-time staff of professionals and clericals. Responsible for general collection development, planning, scheduling, training. Requires fairly close attention to detail. Starting salary \$18,540 \$19,284 depending upon experience.
- 4) Extension department/community services and special projects coordinator must have 3-5 yrs. experience in library work with strong organizational skills, leadership qualities with the ability to plan and direct innovative new programs, possess enthusiasm, imagination, and creative talents. Bookmobile and administrative experience desirable. Ability to provide leadership and direction to departmental staff, to establish and maintain an effective working relationship with peers and patrons a must. Directs and supervises general clerical operation of main library extension department; plans and implements bookmobile service, satellite library program and young adult services; assists in working with adult literacy program; works with children's services coordinator to develop puppet shows and/or study programs for schools served by bookmobile; serves on various committees; prepares necessary reports! Starting salary \$18,540-\$19,284 depending upon experience.

Send letter of application for the opening for which you're applying no later than Feb. 15 to: Helen Virginia Goode, Personnel Officer, Kanawha County Public Library, 123 Capitol St., Charleston, WV 25301.

from a graduate library school accredited by the American Library Association or other professional accrediting agency, and at least one yr.'s professional experience in children's services in a public library, to perform professional tasks directly related to children's services. Apply by Jan. 31 to: New Castle County Personnel Dept., 800 French St., Wilmington, DE 19801; 302-571-7980. An equal-opportunity employer.

Librarian, supervisor of established literacy program and coordinator of library volunteer program to be developed (search reopened). A new position. Experience working with literacy programs and volunteers in public libraries required. MLS from ALA-accredited school and eligibility for N.C. Public Library Certification. Salary \$18,542—\$26,286. Open immediately. (Located near Greensboro, N.C.) Contact: Martha H. Davis, Director, Rockingham County Public Library, 527 Boone Rd., Eden, NC 27288.

Librarian I. Completion of an accredited master's program in library science from an ALA-accredited library school or its equivalent. Performs routine professional work in the public library system. Must be eligible for certification as a professional librarian by the commonwealth of Virginia. Must reside in city within 6 mos. after employment. Salary \$16,366 – \$20,890 annually. Send resume or application no later than Jan. 31 to: Personnel Dept., City of Petersburg, Room 304, City Hall, Petersburg, VA 23803. EOE.

Librarian I—Mobile (Ala.) Public Library. Beginning-level position. Minimum qualifications: master's in library science from an ALA-accredited graduate school. Salary: \$14,820; paid health and dental insurance for employee and dependents; sick leave; vacation; other fringes. We are seeking outgoing, motivated, self-starters who wish to work in the public library setting. MPL is an affirmative-action, equal-opportunity employer committed to meeting, affirmative-action goals set for our

system. An employment register will be established from which applicants will be selected for a one-yr. period. Anticipated vacancies are in reference including government documents and children's services. Send resume and transcripts to: Personnel Officer, Mobile Public Library, Department AL, 701 Government St., Mobile, AL 36602.

Library director, Bartlett Public Library District, Bartlett, Ill. 14,000 population and growing. Staff of 8 full-time equivalents including several part-time professional positions. Operating budget \$248,724; circulation 120,000; collection 25,000 volumes. Position requires ALA-accredited MLS with 3 or more yrs.' satisfactory public library service with minimum of one yr.'s administrative experience. Other important qualifications include: interpersonal skills with strong leadership attributes; high motivation; skillful in verbal and written communication; experience in training, developing, and evaluating employees; demonstrated competence in budgeting and financial and developmental planning. Salary \$20,500 with increase possible after 6 mos.' probationary period. Benefits include paid vacation, municipal retirement fund, and health insurance. Applicants will be accepted until suitable candidate is chosen. Send letter of application, resume, and 3 references to: Kathe Pava, President, Bartlett Public Library District, 800 S. Bartlett Rd., Bartlett, IL 60103.

Library director. New Lexington, Ohio. County district public library serving a population of 31,000 in rural southeastern Ohio. Responsible for planning, directing, and coordinating all activities of main library and 6 branches. ALA-accredited MLS required, management experience preferred. Salary range \$15,000 – \$20,000, 4 weeks' vacation, excellent health insurance and retirement benefits. Send resume with 3 references by Feb. 1 to: Ruth Sullivan, Perry County District Library, 113 S. Main St., New Lexington, OH 43764.

Library services division head. The city of Kingsport, Tenn., is currently seeking to fill this position which specifically requires a master's

#### City Librarian Denver Public Library

The Denver Public Library seeks an outstanding leader and communicator with high professional standards, sound experience, and administrative capabilities. As chief executive officer, the city librarian should bring enthusiasm to our library users; motivation and direc-tion to the staff of 355 FTE; and a vision and articulation of the role of libraries in the information age. With an operating budget of \$12 million, the library system consists of a large central library and 21 branches. Annual circulation 2.625 million; total collection of 1.875 million vols. The successful candidate must have a master's degree and demonstrated excellence in organizational leadership, interpersonal relations, and strategic planning; be an articulate, energetic, and imaginative leader; have the ability to represent the library; to attract enthusiastic support of community, legislative, and business leaders; reside within the city and county of Denver within 15 mos. of being hired. Salary range \$48,600 - \$60,700. Send resume to: Robert P. Hackstaff, President, Library Commission, c/o Annet Robben, Denver Public Library Administrative Center, 3840 York St., Unit J, Denver, CO 80205.

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degree in library science with 4 yrs.' progressively responsible experience in library administration. Applicants must be able to analyze and develop the services of the library with respect to community needs and effectively lead and administer the needs of the library. Must have knowledge of library system automation. Salary \$20,242, commensurate with experience/excellent benefits. Closing date for accepting applications is Jan. 31. Send resume or apply at the: Personnel Office, City of Kingsport, 225 W. Center St., Kingsport, TN 37660. EOE; minorities and females are encouraged to apply.

Part-time reference librarian for evening and Saturday hours. \$6.60 per hour. MLS required. Contact: Bruce Farrar, Ohio County Public Library, Wheeling, WV 26003-3696.

Public services librarian. Texarkana Public Library seeks service-oriented individual as public services librarian. Responsibilities include general reference, acquisitions and collection development, library instruction, and coordination of adult and children's programming and services. Library has 64,000 volumes and serves population of 52,000 in northeast Texas. ALA-accredited MLS required. \$15,500 — \$17,176. Paid insurance, 20 days' vacation. Apply by Feb. 1 with resume and 3 references to: Alice Coleman, Director, Texarkana Public Library, 600 W. 3rd, Texarkana, TX 75501.

Reference librarian. Reference librarian is invited to join a strong team of information delivery specialists in a new and spacious public library serving 50,000 citizens in central Florida. Opening is due to retirement of incumbent. Responsibilities: traditional reference and reader guidance services, coordination of ILL resource borrowing, input into collection development. Qualifications: ALA-accredited MLS and strong public service orientation to a public library clientele. Experience desirable, but not required. Salary: \$15,787, plus full benefit package. Position open: March 14. Application deadline: Feb. 28. Send letter of application with resume including 3 references to: Jack Rogers, Personnel Director, City of Leesburg, POB 630, Leesburg, FL 32749-0630.

Reference librarian, Southeast Branch Library, Moline Public Library, Moline, Ill. Public library seeks reference librarian for new 18,000-sq.-ft. branch library in city of

46,500. Duties include reference and readers' advisory work, selection of reference and young adult collections, young adult programming, assistance to patrons using microcomputer, and supervision of 2 pages. Library participates in CLSI automation project soon to link Quad-City-area public, academic, and special libraries. Requirements include ALA-MLS, good communication skills, and ability to work well with both public and staff. Salary range: \$16,000 - \$20,000. 4 weeks' vacation. Apply by Feb. 1. Send resume with 3 references to: Ronald B. McCabe, Director, Moline Public Library, 504 17th St., Moline, IL 61265. Equal-opportunity employer.

3 positions open: sr. branch librarian (\$17,035), sr. children's librarian (\$17,035), & ir. reference librarian (\$13,681); MLS required. One yr.'s relevant professional experience required for senior positions. Excellent benefits. No residency requirements. Resume & 3 references to: Harold Neuschafer, Director, Sussex County Library, RD 3 Box 76, Newton, NJ 07860; 201-948-3660.

Special collections librarian. Supervises Kansas history, genealogy collections. Responsible for developing collection, budgeting, programming. MLS. Background in history, genealogy desirable. Salary: \$14,000 - \$15,000. Apply to: Melanie Miller, Director, Hays Public Library, 1205 Main, Hays, KS 67601; 913-625-9014.

State and local history librarian (Librarian II). The Cumberland County Public Library & Information Center is seeking an enthusiastic librarian with a strong public service orientation to provide reference services for the state and local history division. Will also assist at the general reference and other public service desks. Interested candidates should possess an MLS from an ALA-accredited school. Some public library experience and knowledge of genealogical services helpful. Salary: \$17,252. Send resume and 3 references to: Pat Jones, Cumberland County Personnel Office, P.O. Drawer 1829, Fayetteville, NC 28302. CCPL&IC is an equal-opportunity employer.

Technical services department head in progressive, highly automated public library in southwest suburb of Chicago, serving 60,000; 550,000 circ.; \$1.7 million budget (1984); staff of 75 (19 professionals). Desire energetic, people-oriented librarian. Responsible for ordering, cataloging, and processing library materials; \$250,000 materials budget; supervising staff of 7; opportunity for professional growth. MLS from ALA-accredited school, minimum 3 yrs.' professional experience required; supervisory experience and familiarity with AACR2, Dewey, OCLC, CLSI, online catalog, and online book ordering highly desirable. Some original cataloging. Starting salary \$21,000—\$26,200, dependent on experience. 37.5-hr. workweek, 20 days' vacation, excellent fringes. Send resume and list of names, addresses, and telephone numbers of 3 references by Feb. 15 to: Linda P. Elliott, Assistant Head Librarian, Oak Lawn Public Library, 9427 S. Raymond Ave., Oak Lawn, IL 60453.

Technical services librarian. Public library serving a population of 50,000 in central Florida is seeking a person with knowledge and interest, and preferably experience, in technical services. Opening is due to retirement of incumbent. Responsibilities include: some original cataloging, maintenance of the library catalog and shelflist, and serials control. Automation of technical services and other library functions is being planned at this time. Qualifications: ALA-accredited MLS, knowledge and interest in technical services, AACR2, and Dewey. Salary: \$14,300, plus full benefit package. Position open: Feb. 14. Application deadline: Jan. 28. Send letter of application with resume including 3 references to: Jack Rogers, Personnel Director, City of Leesburg, POB 630, Leesburg, FL 32749-0630.

Youth services librarian needed by suburban Boston library (100,000 vols.). Responsible for all aspects of service to young adults. Must be a generalist able to work with toddlers through elders. MLS and 2 yrs. library experience required; knowledge of technology helpful. Available immediately. Salary: \$15,240 – \$19,344 in 5 steps. Send resume, references, and letter of application to: Sharon Gilley, Library Director, Beebe Library, Wakefield, MA 01880.

#### RESEARCH LIBRARY

Head, cataloging department. The Center for Research Libraries, a major North American cooperative library membership organization having an extensive collection designed to supplement other major research collections, seeks applications and nominations for the position of head, cataloging department. The position supervises and administers all aspects of the cataloging department, which is responsible for activities related to bibliographic access to the center's collection, and is responsible for a staff of 11.5 FTE, including direct supervision of 5 FTE professional and one supervisory staff. Minimum salary is \$24,000. Requires master's degree in library science or equivalent combination of education and experience, thorough knowledge of contemporary cataloging rules and procedures, and of major bibliographic online utilities and automation of cataloging processes; superior supervisor/management skills and oral and written communication skills. Minimum 5 yrs.' progressively responsible technical services experience in a large library; 3 yrs.' supervisory experience in a university or research library. Send letter of application, or nomination, along with resume and list of 3 references by Jan. 15 to: Alan F. Barney, Assistant Director for Administration, The Center for Research Libraries, 6050 S. Kenwood Ave., Chicago, IL 60637; 312-955-4545. Equal-opportunity employer. Minorities and the handicapped encouraged to apply.

#### SCHOOL LIBRARY

Elementary librarian, Chesterfield (Va.) County Public Schools. Elementary librarian for grades K – 5 in rapidly growing suburban school district in central Virginia. Experience preferred. Salary range: \$15,698.45 – \$27,622.70. For details, contact: Mildred F. Turner, POB 10, Chesterfield, VA 23832-9990; 804-748-1439.

#### SPECIAL LIBRARY

Cataloger/senior librarian (search reopened). Responsible for original cataloging of books and documents, supervision of related processing activities. MLS required, strong background in local government documents, N.Y.C. government, and/or public administration. Salary \$21,000, good fringes. Send letter and resume to: A. Gordon, Director, Municipal Reference and Research Center, 31 Chambers St., New York, NY 10007.

2 positions, Long Island Historical Society, Brooklyn Heights, N.Y. 1) Project archivist. One-yr. project, funded by the NHPRC, to establish a basic archival program at the society and to appraise, arrange, and describe the major portion of its Brooklyn-related civic, commercial, and cultural records. Responsible for research, collection processing, and preparation of inventories, in addition to supervision of the project's assistant archivist. Qualifications include either an MA in American history or an MLS in library science with specialized archival training and experience in arranging and describing government, business, and organizational records. Position will become permanent at the conclusion of the grant project. Salary is \$16,500 including generous tringe benefits. 2) Assistant archivist. Assists project archivist with the arrangement and description of the society's Brooklyn-

related civic, commercial, and cultural records. Provides clerical assistance with the preparation of finding aids, labels, and catalog cards. Qualifications include a BA in history or American civilization, knowledge of archival practices and procedures, and tamiliarity with microcomputers and word processing. Salary is \$14,500 with generous fringe benefits. Project will begin April 1. Application deadline is Feb. 1. Send letter of application and resume to: Lucinda Manning, Project Director, Long Island Historical Society, 128 Pierrepont St., Brooklyn Heights, NY 11201.

#### STATE AGENCY

Cataloger: search reopened. Experience in original cataloging using AACR2 and Dewey Decimal Classification on OCLC and in all general routines of a catalog department including subject heading revision. Minimum requirements: ALA-accredited MLS degree and 4 yrs.' professional experience. Beginning salary \$20,249 with excellent fringe benefits. Actual placement on the salary schedule is dependent on education and experience. Send resume and transcript by Feb. 15 to: Betty E. Callaham, South Carolina State Library, POB 11469, Columbia, SC 29211. An AA, EO employer.

Coordinator of cataloging services. Responsible for operation and planning for cataloging services section of Arkansas State Library. Directs activities required for organization, bibliographic control, and processing of materials in all formats for state library as well as for processing center serving county, regional, and institutional libraries in state. Provides administrative and technical supervision of professional and support staff. Use of OCLC cataloging subsystem for regular and retrospective conversion activities and original cataloging of state documents are major components of section. Works under general direction of deputy director for information resources. Must have ALA-accredited MLS; 3 yrs. experience in cataloging, including original cataloging; working knowledge of AACR2, LCSH, DDC, and MARC formats, LC classification and description practices, and OCLC cataloging subsystem; demonstrated organizational and supervisory competencies with minimum one yr.'s supervisory experience; effective communication and interpersonal skills. Salary \$18,434 — \$21,632 depending on qualifications. Closing date Jan. 31. Submit application, resume, credentials, and letters of reference to: Kathryn M. Smith, Deputy Director for Administration, Arkansas State Library, One Capitol Mall, Little Rock, AR 72201.

Librarian III. Working under general direction of coordinator of state library services, this Librarian III provides assistance and guidance in the use of collections to individuals, state agency personnel, and public library staff members, through both general and highly specialized reference techniques. Provides and interprets online reference information to patrons. Performs research in technical subject areas on request. Responds to reference requests by postal service, electronic mail, telephone, or personally within the library. Works with circulating, reference, specialized reference, and document collections to support the Arkansas Reference and Interlibrary Loan Network (ARIN) in-WATS reference service to public libraries. Draws from the collections to respond to questions from state agencies and libraries. Performs other duties as assigned. Salary \$15,418 - \$17,160 depending on qualifications and experience. Qualifications: MLS from ALA-accredited school of library science with related training and one yr. s experience in use of BRS and DIALOG and reference service utilizing state and federal documents preferred. Ability to communicate well is essential. Deadline Jan. 31. Send application, credentials, and letters of reference to: Kathryn M. Smith, Deputy Director for Administration, Arkansas State Library, One Capitol Mall, Little Rock, AR 72201.

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#### (New women managers cont. from p. 28.)

I worked for the same person for almost 17 years and I suppose he served as my mentor. He influenced my philosophy of librarianship and leadership to a great degree and I owe much to him.

I believe that for librarians—either male or female—to be truly effective, they must develop their own networks.

LENOX: I have been very fortunate throughout my professional life to have had friends who also served, in some instances, as mentors. They have generously shared their knowledge, experience, and good judgment to help me understand such elements as organizational patterns, human interactions, problem solving techniques, and the context/content of issues. Their insight and willingness to listen as I "talk through" a concern have provided me with ideas to solve a number of problems. They have also inspired my creativity and infused my thoughts with new bursts of possibilities.

I think that networking and mentor relationships have been effective dimensions in the library world for quite a while. However, today there is heightened awareness and, therefore, perhaps more formal"Both mentor relationships and networking require maintaining a sophisticated balance of independence and support."—ELIZABETH GAY

ized options, encouragement, and opportunities for these support activities.

GAY: The previous Los Angeles Public Central Library Director, Loyce M. Pleasants, served as my mentor throughout my career. I met her when I was first employed in the branch library system. Her understanding of the system as a whole was enormously valuable exposure for me at a very early stage in my career. She also encouraged me to seek a variety of different jobs in the system—a background which I believe makes me a stronger member of the administrative group now.

Strong mentor relationships, of course, have inherent drawbacks, and during the period I served as her assistant I was often viewed as an extension of her personality and skills. Some of this was appropriate to the position, but some of it was exaggerated and inaccurate.

I did not understand networking earlier in my career and did not take advantage of its possibilities. Both mentor relationships and networking require maintaining a sophisticated balance of independence and support. I doubt they are effectively managed in many organizations, including those in the library world. Networking has the better chance, but it requires excellent communications.

BEAUPRE: Both have been important in my professional development and my career, although I have never set out to find a network or a mentor. My "network" has developed naturally from having worked in four large institutions in different parts of the country, from participation in professional associations, and especially from my experience as a CLR Academic Library Management Intern. It is important to talk-with colleagues in other institutions

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THE WALL STREET JOURNAL

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to broaden your perspectives, test ideas, and gain information. Such contacts can also be useful when considering a job change.

Most important, networks should not be gender-specific. Certainly women can benefit from sharing experiences and providing support for each other, but professional networks must include men—both for their expertise and influence—as well as women. I have been fortunate to have worked with many fine librarians and have watched carefully, reflected on what I saw, and learned from each professional experience. While I haven't sought to be taken under anyone's wing, as I look at my relationships with those librarians I most respect, there is undoubtedly a mentor quality about them.

Are networking and mentoring used effectively in the library world? It seems to me that among ARL libraries, both are indeed used effectively. There is a fair amount of communication among ARL administrators and other librarians both on an informal basis and via ALA, RLG, and OCLC as well as through ARL itself. Several directors seek out librarians with administrative potential, provide them with the opportunity and guidance to grow, and help them find administrative posts. The CLR Intern program provides a unique formal mechanism for such activity.

\* \* \*

Would you recommend education beyond the MLS for administration? Do you have an advanced degree or plan to work for one?

RULE: Education beyond the MLS for library administrators is most helpful and probably necessary. Seminars, workshops, and conference programs have been a great deal of help to me, although I do not have an advanced degree. Believing that the public library is the greatest single source for continuing education, I do plan to continue to learn but not in a formal manner toward a degree. I would like to take classes in management and public administration when I can. I try to make use of the current books and materials as they are purchased by the library.

BEAUPRE: For a career as an academic library administrator, I think it's valuable to earn a degree beyond the MLS—both for the status gained in the academic community and for the experience gained as a researcher (an experience

"For a career as an academic library administrator, it's valuable to earn a degree beyond the MLS—both for the status gained in the academic community and for the experience gained as a researcher."—LINDA BEAUPRE

ence shared by faculty colleagues). The latter can be attained without the degree; the former is far more difficult to attain.

The kind of degree should depend on an individual's interests and temperament. Certainly there are valuable perspectives and techniques to be learned by pursuing higher degrees in business, public administration, educational administration, and librarianship; but it is also valuable in the university setting to have a degree in one of the more traditional disciplines, such as history or political science. A degree in computer or information science also would provide a good background for making many of the decisions required of today's library manager. I believe that any attempt to earn a higher degree should be based on genuine interest in the discipline.

I don't have an advanced degree, and, for two reasons, I don't plan to pursue one: 1) I devote a high level of time and energy to my job and, at this point in my life, I am not willing to take the necessary amount of time from my personal life to pursue a degree; and, 2) I think my many years of experience working in major universities has prepared me to be a darned good academic library administrator!

GAY: I have a master's degree in business administration, obtained on a part-time basis over three years. My areas of concentration were finance and marketing, areas whose technical applications are in many ways different from the general-management thrust common in the library world. The exposure to values by which businesses operate is continually helpful to me, particularly in explaining the library's role and assets to people in the business community.

These technical management skills are useful, but the strongest part of the MBA program was its focus on people

skills and team building. It was invaluable to have a chance in a laboratory setting to find out why some teams of people worked well together and completed their assignment effectively and others did not. School was a very safe place to do this without affecting long-term working relationships. I hope to incorporate this experience in my work with the Central Library staff. I strongly recommend such an academic program to present and potential managers.

LAMONT: I don't think advanced education is a criteria for success in library administration, but if advanced education is pursued, I highly recommend courses in business, marketing, public administration, and group behavior, rather than additional courses in librarianship.

I would like to take advanced courses but have no immediate plans to do so given geography and personal and professional commitments. I have instead taken one- or two-day courses on such topics as the implications of new legislation in Illinois allowing collective bargaining for public employees.

ROGERS: I have a doctorate in sociology and extensive graduate work in political science. In general, I definitely recommend education beyond the MLS for effective performance in academic librarianship. However, since there is no particular path to administration in an academic library, it is difficult to specify a course of study that would be useful.

My academic work in complex organizations is extremely useful for managing change in a dynamic organization. Also useful is my understanding of university budgets from experience on faculty senate budget committees at three different institutions. Since practical budget and planning experience is not commonly part of in-house management training in academic libraries, I'm searching for ways to provide this kind of experience in my present institution.

# A new director tests her management mettle

#### Two vast collections are fused into one super science library

#### by Susan Brandehoff

UTTING TOGETHER A 900,000-piece jigsaw puzzle' is how Patricia Swanson, assistant director for science libraries at the University of Chicago, describes her management challenge for at least the next few years. Swanson directs the new John Crerar Library, created by merging the University of Chicago science libraries collections with those of the old John Crerar Library.

The John Crerar Library was established in 1897 with funds from the estate of a Chicago businessman. Housed at the Illinois Institute of Technology in Chicago for the past 22 years, it has a new home on the University of Chicago campus. It is a spacious, bright, attractively furnished four-story limestone structure that cost \$22 million and opened to the public on Sept. 10, 1984. Funding came from the Crerar Library, the university, and contributions.

The combined Crerar/U of C collection numbers 900,000 volumes—400,000 of them unduplicated titles from the old Crerar—and the new building can hold half a million more. The university called the project the largest merger of collections ever undertaken by two science libraries.

AL talked with Swanson in late November about her approach to managing this unique collection and facility, and about her career in libraries and development as an administrator.

#### Decision made in 1981

The decision to combine the collections was made in April 1981, Swanson said. Much of the groundwork for the merger and for the building design and organization was laid out by university library administration and committees from the Crerar and U of C libraries. Swanson was then head of reference services for Regenstein Library, the university's main library.

She had worked with U of C science librarians to define reference collections for the new Crerar before taking a year's leave from the library in fall 1982. She



Patricia Swanson, assistant director for science libraries at the University of Chicago, oversees the new John Crerar Library.

spent that year coordinating an Association of Research Libraries Office of Management Studies pilot project on public services in research libraries.

When the science libraries assistant directorship was posted in 1983, Swanson applied. She reasoned that her knowledge of the university and the library were strong qualifications, although she did not have a science background (she holds a degree in English literature plus the MLS). The selection committee agreed: she was appointed to the new position in October 1983.

Many decisions were required before the first book was moved—faculty, students, and other users of both collections had to be apprised of the monumental change approaching; staff had to be hired or relocated; and the physical move of materials had to be orchestrated down to the last catalog card.

Luck was with the project in crucial ways—building construction proceeded on schedule and the weather cooperated on moving days. But Swanson is proudest of

continuing service to patrons during the move: "We stopped taking calls at the old Crerar building at 3:30 on a Friday and began taking them at the University of Chicago at 8:30 Monday morning."

"Faculty and students have really taken to this library." Swanson said. The library is open 24 hours a day, with only an entrance attendant on duty during the night and early morning. Some faculty members have been signing in as early as 5 a.m. to use the library before work. She likened the operation to a large family's moving and being able to find the coffee pot, but not the Christmas ornaments. "I worry about finding the Christmas ornaments," she laughed.

Straightening out the technical services and shelving aspects of the merger will take even more time. The old Crerar used Dewey Decimal Classification; the University of Chicago uses Library of Congress. No new Dewey-classified materials are being added, but the library will have both a Dewey and an LC card catalog for some time. Dewey materials are being

converted to LC—an operation that will require pulling 50,000 sets of catalog cards.

Swanson stressed that her objective is to integrate the collections in steps that make sense to users, "even if that means delaying integration a bit." Library staff are educating users to first search the online Library Data Management System, which contains records for many LC-classed books, active serials, and unique serial titles transferred from old Crerar; then the U of C card catalog; and finally, the Crerar catalog.

Swanson would like to put resources into converting records to machine-readable form rather than into pulling old card sets and revising them for a card catalog. But the catalog is still a primary access tool for the non-MARC part of Chicago's collection. Also, the library does not have enough public access online terminals to accommodate all users. When it does, she hopes to shift to online conversion.

Her biggest worry? "That I've forgotten something." To avoid that, she involves as many of her staff as possible in planning. She credits U of C Library Director Martin Runkle with including staff in planning for the new library very early in the process. She still worried that planning was not "by the book"—"It seemed organized but chaotic, even though we had time lines and project logs. . . . We wanted to assure that movement in one area of the library didn't limit the ability of another area to do its job."

#### Rewards and drawbacks

Swanson reflected on the rewards of the position: "It's very satisfying to work with serious, intense, and demanding users of library services, and to have the resources to meet their needs. This work situation is unendingly interesting."

What about its drawbacks? "For my own job satisfaction," she said, "I need to have contact with people and materials. I also hate to say 'no' to people. I worry that the higher you go in an organization, the more you have to say 'no' and the less direct contact you have with users." She sees the "grotesque" alternatives library directors have and observes that they must give negative responses more often than she would like.

Another managerial problem is the heightened expectations users have of the new building. Although it looks luxurious, it isn't luxuriously staffed, she says. These expectations put additional service pressures on a staff already stretched to full capacity.

John Crerar's will stipulated that the

library always be open to the public, so the new building was planned to allow the public access to the first floor and access-by-pass to the stacks, a departure from U of C library policy on public access. The Crerar "public" is more a scientific than a lay public, Swanson said. "We don't have people looking for 'How to Use Your Apple.' They are more likely to be consulting engineers or chemical technologists seeking esoteric titles." The library does not have a substantial popular science collection—"Chicago Public Library does a good job in that area."

#### Into the unknown

Merging the two collections has been for Swanson a case study of librarians handling tremendous change with aplomb. The staff—some of whom had been in the same positions for more than 20 years—"packed up and moved into the unknown with a spirit I have never seen," she marveled. "They showed remarkable nerve and enthusiasm. One cannot underestimate what it must have taken for people to hold their breath and plunge in."

Not all John Crerar Library staff members were able to make the move to the new building. A few retired, others found new jobs, and some were hired for the new library. U of C science libraries staff were assured places in the new scheme, although some changed roles. Most professional changes corresponded to old positions and subject areas, Swanson said. Union negotiations and overall hiring went well. But Swanson judged staffing changes as both "the most exhilarating and most enervating" part of the project.

#### The next steps

With the collection now in one building, her first priority is "to look at what we've got, look at our new body of users, and determine if we are offering the right mix of services to them: "We don't want a Cadillac online system and Model-T interlibrary loan." She estimates this analysis will take about five years, and predicts the newly configured collection will promote interdisciplinary research and greater use of historical and rare science materials.

Swanson expects to work more on funding development than librarians at the assistant director level usually do. Corporate and institutional members of the Crerar Library—a highly active, interested, and demanding group—must be nurtured. She will seek financial support from endowments and individual contributors. Although a total transfer of assets from the old library to the U of C science libraries budget was a boost, the library 'is by no means on Easy Street' financially.

#### About management "styles"

"One of the most valuable things I learned from the OMS pilot project is that there is no one right management style. A manager must use different styles for different occasions and yet feel comfortable with each. I don't want to be a lonely decision-maker nor do I want to delegate my decison-making responsibilities. But because library tasks are so interrelated, a manager must consult and collaborate a great deal to be effective."

Learning how to be informed without "meddling" is another difficult problem for managers, Swanson said. The ideal situation is to let staff solve their own problems and make decisions consistent with service goals, then to stand behind their decisions. She confesses to "a worrisome curiosity about library operations," but says one of her management goals is not to be vulnerable to the criticism that she interferes.

"In many ways, nothing and everything I've ever done prepared me for what I'm doing now," she observed. "I owe a great professional debt to the ARL Office of Management Studies. Their pilot project was a milestone for me. I learned things from the six pilot libraries that I could not have learned elsewhere."

She also credits the OMS project with helping her own library administration and staff see her management potential. "But I don't start thinking 'I'm ready to move on,' "she says. "It's the opportunity that comes along that interests me. I've never been bored in any job—you make your own boredom and stagnation."

She has had several mentors during her career—all of them her supervisors. "All librarians need someone—not always a teacher—whose work they can observe and learn from, and who will let them make mistakes without saying 'I told you so.' It's also good to have a mix of male and female colleagues who support, sustain, and teach each other."

Though women have a slower growth curve in management, better learning has probably taken place on that curve, Swanson said. The choice of growing slowly in a profession—of taking a leave, or working part-time for awhile—should not be deprecated. "A good deal of life experience we wouldn't call professional development contributes to being a good manager." She does not see gender as an important factor in good management. "I look first for a talented person with the energy, skills, and creativity to be a manager. Whether they are male or female is secondary."

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For more information on PERLINE™, library management systems, contact Mona Couts, Blackwell Library Systems, Inc., 310 E. Shore Road, Great Neck, NY 11023, (516) 466-5418.

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#### ofrom Sam Spade to Barbie dolls

The Maltese Falcon statue used in the film and an 1882 photograph of Oscar Wilde are just two items now on display at a Library of Congress copyright exhibit.

The exhibit opened Dec. 12 and examines

the many contributions the concept of copyright has made to American letters, art, and commerce. It will remain on view indefinitely on the fourth floor of the Madison Building.

The statue and photo relate to landmark copyright cases, one section of the display. In Warner Bros. v. CBS, the studio claimed copyright infringement when author Dashiell Hammett authorized further use of the character Sam Spade in stories for radio and TV. Hammett had earlier given WB certain exclusive rights to the use of his novel, The Maltese Falcon. In his ruling Judge Albert Lee Stevens stated that "characters with their names" were "vehicles for the story told" and not a copyrightable element. The exhibit also includes an excerpt from the movie.

The Wilde photo by Napoleon Sarony figured in another Supreme Court case, establishing that photography could be copyrighted.

These works share the stage with such objects as a Marilyn Monroe T-shirt and hub caps that one manufacturer tried to copyright as "works of art."

In another section, a Buster Brown Bread poster and Barbie dolls are among many forms of imaginary characters protected by copyright.

Rumor has it that Curator Ann Catheranne Fallen had to purchase Barbie and Ken clothes for the exhibit because the dolls were copyrighed naked. Her selection: for him, black tie and tails; for her, a party dress.

#### An international shush

Last summer, signs at every entrance to the University of Oxford's Bodleian announced in nine languages that the building housed a library and politely asked passersby to be quiet.

American tourist Francis Vaugh (above) may have been wondering why this plaque appeared on an exterior wall. AL editors wondered, too, when they first spotted the photo in the September Library Association Record.

Bodley's librarian, J.W. Jolliffe, explained to AL that the old Bodleian Library, a historic monument, is on the main tourist route in Oxford. "Large numbers of noisy tourists with their guides arrive outside the library every summer and cause a considerable amount of disturbance to readers inside the library," he said.

The signs may have caused a new kind of disturbance, however, for Jolliffe reports they were taken down in mid-October "in response to concern about their unaesthetic nature in conjunction with the architecture of the building."



Courtesy of Oxford and County Newspapers



#### Monster wins the prize

Valerie Oliver, a reference librarian, won the "Most Original" prize for her Library Monster get-up. The occasion: a Halloween open house at the University of Connecticut Homer Babbidge Library. During the event many library workers wore costumes to attract visitors.

According to Chief Librarian Norman Stevens, "The paper strips on Valerie's costume, both front and back, carried appropriate library catchwords that we all love to hear." Among them: "Not on shelf," "System down," and "Where's the librarian?"

Oliver told AL she wanted to have some fun while participating this year. "On the back of my head, signifying administration, I wore 'Narrow view." 'No plan,' and 'No system." 'She said. "But on my back from the waist down I wore three strips I thought would connote a monstrous problem: 'Tight drawers,' 'Tight stacks,' and 'Tight staff.'"

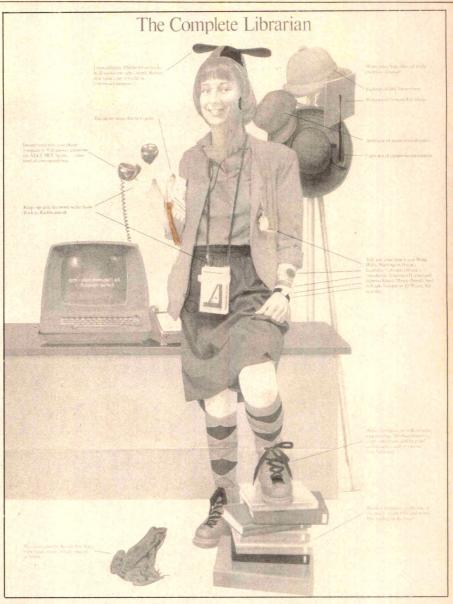
During the afternoon staff party, costurned library personnel paraded through the building and outside it as well.

#### Call for color and reports

Though the editors continue to look for outstanding black and white photos to enhance this column, AL will sometimes show a more colorful view of the library world.

For this purpose, 35mm and oversize color transparencies are sought. Avoid instamatic-like cameras. Though transparencies are preferred, color prints are acceptable. Pictures should be brightly lit and contain vivid colors. See film-package instructions for shooting under indoor lighting.

Please send an SASE for return of photos. Send picture stories and picture-story ideas to Edith McCormick.



#### "Complete Librarian" goofs . . . almost

Corrine Frisch, PR director of the Lincoln Library in Springfield (III.), recently had to print an annual report to distribute to 6,500 library patrons. Boring! Who's going to read it? So she devised a poster (with the annual report on the verso) showing "The Complete Librarian" (above). Hilarious!

Captions comment on this perfect librarian's paraphernalia. For example (next to the phone): "Doesn't care who your phone company is. Will answer questions via AT&T, MCI, Sprint . . . Also fond of correspondence."

Reference Librarian Mary Cartright posed for a photo from which the color poster was made. To pay printing costs, Frisch ran an additional 2,500 posters sans report; she hoped to sell them for \$1.50 apiece.

When the posters came back from the printer, Frisch pulled one out. It looked like

a winner. On closer examination, however, Frisch found two misspellings: "Kuala Lumpar" and "Has all the news that ('s was omitted) fit to print." Horrors! To have the poster completely reprinted would cost hundreds.

Frisch improvised. She added two lines to the poster in prominent type. They read: "There are two typos is this poster. The Complete Librarian spotted them right away. Can you?" The addition only cost \$50.

AL predicts the posters will sell out fast when they go on sale at the Illinois Library Association's annual meeting in May. Meanwhile, interested collectors may be able to obtain a copy of either the annual report or "corrected" poster from Frisch's limited supply by sending a \$2 check payable to the Lincoln Library, 326 S. Seventh St., Springfield, IL 62701.

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# ala and you

# Office for Intellectual Freedom granted \$123,000 to send NYPL censorship exhibit to your region

"Censorship and Libraries," a dramatic graphics display once part of the highly acclaimed New York Public Library censorship exhibit, will begin a national tour this spring. Financed by a \$123,000 National Endowment for the Humanities grant and organized by the Office for Intellectual Freedom (OIF), the display will visit 16 public libraries in geographically distributed sites over two-and-a-half years. The itinerary will be announced shortly.

The original NYPL exhibit, "Censorship: 500 Years of Conflict," attracted thousands of people to the Gottesman Exhibition Hall at Fifth Avenue and 42nd Street between June 1 and Oct. 31, 1984 (AL, May, p. 282, and July/August, p. 480). A small section of the exhibit was duplicated at ALA's request for display at Annual Conference in Dallas last June. In response to both showings and to a May 13 New York Times Magazine story, many libraries requested the exhibit.

Working with NYPL librarians, OIF Director Judith Krug proposed the tour project to the National Endowment; it was approved in November. Assistant OIF Director Nancy Herman is codirector of the project; Susan Saidenberg of New York City is project consultant.

The Censorship and Libraries exhibit, says Krug, provides a look at key censorship problems in school, public, and university libraries over the past two decades and underscores the vital role of libraries in the struggle to maintain access to information.

The traveling exhibit will include 34 panels from the NYPL exhibition showing photographic enlargements of censor-marked

manuscripts, excerpts from legal decisions, "offensive" book illustrations, and local censorship stories. To supplement the panels, 16 books including Bernard Shaw's Man and Superman, Alexander Solzhenitsyn's One Day in the Life of Ivan Denisovich, and Maurice Sendak's In the Night Kitchen will be displayed on pedestals.

OIF will develop press and public relations kits and a brochure to be distributed at each exhibition site. Librarians will be urged to plan programs encouraging visitors to participate in discussions of the issues. Consultant Saidenberg will expand the NYPL education packet developed for high school teachers and provide assistance at the sites. ALA will reproduce and send with the exhibit the 9-minute slide tape, "Censorship: 500 Years of Conflict," narrated by Walter Cronkite, which examines censorship as a historical as well as contemporary phenomenon

For further information, contact the Office for Intellectual Freedom, ALA, 50 E. Huron St., Chicago, IL 60611 (312-944-6780).

• The Task Force on Bibliographic Databases was created by ALA Council last June in response to a membership vote. A formal report on its Midwinter Meeting hearing on bibliographic database copyright will be presented at Annual Conference.

Chair David Laird welcomes written comments, suggestions for information sources, reports, and results of experiments or other testing on the validity of copyright for databases. Write David Laird, A349 Main Library, University of Arizona, Tucson, AZ 85721.

#### IFLA '85 organizers plan "flawless" Chicago conference

As guests of the U.S. Organizing Committee for IFLA '85, IFLA President Else Granheim and Secretary General Margreet Wijnstrom flew from Oslo and The Hague to ALA Headquarters in Chicago early in November.

After inspecting the Palmer House—site of IFLA '85, the 51st Council and General Conference of the International Federation of Library Associations and Institutions to be held in Chicago Aug. 18 – 24—the IFLA officers told the committee that the trip had resolved many of their concerns.

The organizing committee, co-chaired by ALA Executive Director Robert Wedgeworth and New York Public Library Director Vartan Gregorian, urges all librarians, information specialists, and other interested individuals to participate in IFLA '85. The theme

is "Libraries and the Universal Availability of Information."

At the committee meeting Nov. 7-8, the group recommended hiring two separate firms to provide flawless simultaneous translation at the conference. IFLA '85 Coordinator Robert Doyle reported that more than \$130,000 in cash contributions and an additional \$30,000 in pledges has been raised. Irving Pizer said that Cecile E. Kramer of the Northwestern University Medical Center Library will edit the daily IFLA Express beginning Aug. 16. Chicago Public Library Commissioner Amanda Rudd reported that major receptions will be held Aug. 19, 21, and 22 in the Cultural Center, the new State of Illinois Building atrium, and on East Huron Street in front of ALA Headquarters.

The final announcement will be published late in January. For information, contact IFLA '85 Coordinator Robert Doyle at ALA Headquarters.

# **Booklist-recommended titles** at Combined Book Exhibits

Beginning at the ALA Midwinter Meeting in Washington, D.C., and ending at Annual Conference in Chicago next July, the Faxon Company's Combined Book Exhibit will feature *Booklist*-recommended titles in special cooperative displays at 22 library, educational, and book-trade meetings this year.

Booklist editor Paul Brawley and Combined Book Exhibit Director Linda Tonkery have agreed on the special displays to be located within the exhibits at the conferences. Recent issues of the ALA semimonthly Booklist will be displayed with books recommended by the magazine.

Titles from *Booklist's* three "Editor's Choice" lists of the year's outstanding adult, young adult, and children's books will be shown in a separate section. Free copies of the three lists and special *Booklist* bibliographies of children's classics, junior high school selections, and books for the youngest child will be distributed free. Copies of the magazine and reproductions of the Star Wars character "Yoda" encouraging people to read will also be available free.

For a list of meetings featuring the *Booklist* displays or more information, contact Linda Tonkery, Combined Book Exhibit, 100 Providence Highway, Westwood, MA 02090 (617-329-7493).

# SCOLE task force to plan library education centennial

The ALA Standing Committee on Library Education (SCOLE) has named Liverpool (N.Y.) Public Library Director Fay Ann Golden to chair a Library Education Centennial Task Force. The eight-member committee will plan a year-long celebration of 100 years of education for librarians in the United States.

Melvil Dewey founded the first library school at Columbia University in January 1887. Librarians will use the occasion of the 1986 ALA Annual Conference in New York City to mark the milestone in the growth of the profession.

The SCOLE task force will help libraries and library schools planning to celebrate the event. The task force sees the centennial as an opportunity to educate the public and library-governing agencies about the role of the librarian in providing quality library services.

In addition to Golden, the task force includes Evelyn Daniel of Syracuse University, Beth Rogan Ferg of the Tucson Public Library, Alice B. Ihrig of Moraine Valley Community College, Edward Holley of the University of North Carolina, Desretta McAllister-Harper of North Carolina Central

University, Pat Mautino of the Oswego (N.Y.) County Board of Cooperative Educational Services, Raymond Means of Creighton University, and Lee Shiflett of Louisiana State University.

#### ALA help exchange

 Librarians who have been discriminated against and need help should contact the LeRoy C. Merritt Humanitarian Fund, an independent offshoot of the Freedom to Read Foundation.

The Merritt Fund provides direct financial aid for the support, maintenance, medical care, and welfare of librarians who are or have been threatened with loss of employment or discharged because they defended intellectual freedom, or are "discriminated against on the basis of sex, sexual preference, race, color, creed, age, physical handicap, or place of national origin and/or denied employment rights."

Hundreds of people have contributed to the fund to support colleagues in need. For the last two years, for example, a Massachusetts public librarian who was fired for physical limitations caused by illness has received funds for medical and living ex-

Applications for aid as well as donations should be sent to The Trustees, LeRoy C. Merritt Fund, 50 E. Huron St., Chicago, IL 60611

● The Joint Steering Committee for Revision of Anglo-American Cataloguing Rules, 2nd ed., plans to publish a consolidation of existing errors and revisions before the end of 1989. JSC would like your opinion on format: e.g., should it be looseleaf, if so what size, would you like a plasticized reinforcement on the left-hand margin of the page to strengthen the ring holes, do you want a binder included, or do you favor another format?

Please send replies to Jean Weihs, 6 Edgar Ave., Toronto, ON N4W 2A9, Canada.

● The Public Library Association Alternative Education Programs Section invites all librarians involved with the job-seeking public to attend "The Computer Comes to the Job and Career Information Center" at ALA Annual Conference in Chicago July 8, 2-4 p.m.

The program will feature four computer guidance systems being used in public libraries throughout the country, and expert librarians and vendors will be on hand to discuss and provide demonstrations and hands-on opportunities.

For information contact Ricki Fairtile, Chair, PLA/AEPS Job & Career Information Services Committee, Queens Borough Public Library, 89-11 Merrick Blvd., Jamaica, NY 11432 (718-990-0802).

• "Energies for Transition" will be the theme of ACRL's Fourth National Conference in Baltimore, Md., April 9 – 12, 1986. Contributed papers are a major feature of the

conference, and are invited either as research reports, position papers, or idea briefs. The deadline for the notice of intention to submit a paper or brief is March 1, and the completed manuscript is due May 15, 1985. For details, see *College & Research Libraries News*, Jan. 1985, p. 17.

#### Hot off the presses

The following new publications may be obtained from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611. Standing Order codes are listed after price, below. For details, please write Paul Kobasa, Marketing Manager.

Children's Books of International Interest, 3rd ed., edited by Barbara Elleman for the Association for Library Service to Children International Relations Committee. In distinctively American settings, the 350 books described treat topics of universal appeal. 102 pages, \$7.50, SO: ABGH (0-8389-3314-9, 84-20336).

Exciting, Funny, Scary, Short, Different, and Sad Books Kids Like about Animals, Sports, Families, Songs, and Other Things, edited by Frances Laverne Carroll and Mary Meacham. Bibliography organized according to the descriptive terms children use in grades 2 – 5. 192 pages, \$10, SO: ABCDGH (0-8389-0423-8, 84-20469).

Instruction in School Library Media Center Use, K-12, 2nd ed., by Thomas L. Hart. Comprehensive guide to games, tests, computer software, AV, and other materials helpful in encouraging school library media center use. 185 pages, \$12.50, SO: ABEFGH, (0-8389-0418-1, 84-18405).

Outstanding Books for the College Bound, comp. for the Young Adult Services Division by Mary Ann Paulin and Susan T. Berlin. An annotated list of 600 fiction and nonfiction books useful to high school students readying themselves for college study. 92 pages, \$5.95, SO: ABCDEF (0-8389-3302-5, 83-25714).

National Planning for Library Service, 1935–1975, by R. Kathleen Molz. This analysis shows today's planners how to approach library and related policy issues. 137 pages, \$15, SO: AB (0-8389-0422-X, 84-18407).

Reference Books Bulletin, 1983 – 1984, edited by Helen K. Wright. First annual cumulation under new title, covering reviews of reference works, microforms, and databases published from Sept. 1, 1983, through August, 1984. 185 pages, \$20, SO: ABC-DEFGHIJ (0-8389-3296-7, 73-159565).

Storytelling with Puppets, by Connie Champlin and Nancy Renfro. Guide to storytelling through puppetry showing the full

**AACR2 software errata.** If you have already acquired *Guidelines for Using AACR2 Chapter 9 for Cataloging Microcomputer Software* (AL, Dec., p. 820), you can receive a list of errata by forwarding a self-addressed, stamped envelope to Operations Manager, Publishing Services, ALA.

range of traditional and contemporary forms. 192 pages, \$19.95, SO: ACEG (0-8389-0421-1, 84-18406).

#### Update your 1985 Handbook

Please make the following changes in your 1984/1985 ALA Handbook of Organization:

- **p. 4.** Delete Process Planning Group entry and insert committee noted below for p. 21.
- **p. 10.** Colorado Library Assn.: Delete Nancy H. Nilon and insert Virginia Boucher, CMPS Box 114, Univ. of Colorado, Boulder, CO 80309 (1988).
- **p. 11.** South Dakota Library Assn.: Delete Leon Raney and insert Sandra K. Norlin, Dir., Brookings P.L., Brookings, SD 57007 (1988).
- **p. 16.** Library Education: Delete Barbara Bryant and insert Estelle Black.
- **p. 21.** Add Process Planning Committee (ad hoc).

To initiate strategic long range planning for the organization as a whole. To consist of the 1984-85 Executive Board members of the Directions and Program Review Committee (DPRC) and representation from the divisions (2), round tables (1), chapters (1), Committee on Organization (1), Committee on Planning (1), and Committee on Program Evaluation and Support (1).

- Ch., Brooke E. Sheldon, Dean, Sch. of L. Sci., Texas Woman's Univ., Denton, TX 76204; Elizabeth Futas, Regina U. Minudri, David P. Snider (Exec. Bd. DPRC); Nancy Bolt, Bonnie Juergens (divisions); J. Linda Williams (RT); Robert Razer (Chapters); Nancy H. Marshall (COO); Joan K. Marshall (COP); James Matarazzo (COPES).
- p. 55. J. Morris Jones . . . : Add Ch., Joyce R. Ball, California State Univ. L., Sacramento, CA 95819.
- p. 56. Performance Measures . . . : Add Ch., Virginia Tiefel, Ohio State Univ. Ls., Columbus, OH 43210.

Professional Association Liaison: Add Ch., Jane Rosenberg, Council on L. Resources, Washington, DC 20036.

- **p. 57.** Strategic Planning: Add Ch., Susan Klingberg, 1117 38th St., Sacramento, CA 95816.
- p. 71. Librarians of Library Science Collections: Delete Olha Della Cava and insert Ch., Patricia Stenstrom, 306 L., Univ. of Illinois, Urbana, IL 61801.
- p. 98. LITA/CLSI Scholarship: Add Ch., Janet J. Bausser, Perkins L. 120, Duke Univ., Durham, NC 27706; Rao Aluri; Ruth Patterson Funabiki, Helen Spaulding; Arlene Taylor.
- **p. 107.** Library Investment: Change title to Library Investment ALTA/PLA.
- p. 108. 1986 National Conference: Add Preconference (subcommittee). To recommend policies and guidelines to National Conference Committee for preconferences prior to the 1986 National Conference. To identify and recommend to National Conference Committee preconferences to be scheduled. If necessary, to identify units to design and present preconference. To assist PLA staff in site coordination. Charge to be approved by National Conference Committee.

Ch., Jere Stephan, Tucson P.L., 111 E. Pennington, POB 27470, Tucson, AZ 85726-7470 (1986); Louise Dorton (1986); Jo Ellen Flagg (1986); (Continued on p. 58.)

# "We're a small library, with a small library's budget."



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no-obligation evaluation form that will help us determine your library's eligibility. Or, if you'd like more information about the ISI Grant Program, call our Customer Services Department at 800-523-1850, extension 1371. In Pennsylvania, call collect 215-386-0100, extension 1371.

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City	State	Zip/Postal Code			
	Telephone				
Country					
	for Scientific Information	166-3665			

#### **NLW** bounty

# "Nation of Readers" theme involves your community

"Reading is not simply a skill or a consumer activity; it is an experience and it has been part of our whole national experience," Librarian of Congress Daniel Boorstin said in a 1982 speech. His statement prompted the "Nation of Readers" theme of the 1985 National Library Week (NLW) and underlies its programs.

Millions of library and literacy supporters are already involved in NLW activities across the nation. The ALA Public Information Office 1985 Publicity Book tells you how to take part in Nation of Readers programs below and suggests promotional ideas for the entire year to tie your local community into the national experience. The 1985 Publicity Book is \$4 from PIO, ALA, 50 E. Huron St., Chicago, IL 60611.

Now is the time to:

• Sponsor a photo contest: ALA encourages libraries to hold contests on the Nation of Readers theme and announce the winners during National Library Week. Winning photos will then be forwarded to Headquarters for judging in a national competition.

Categories include black-and-white, color, youth, and adult. The photo contest can celebrate libraries as well as books and help you show off your photography section, art loans, and film, video, and other resources.

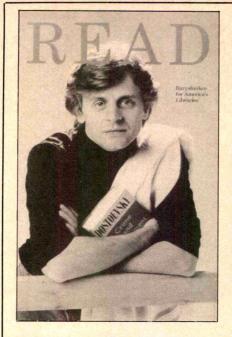
You can promote the contest to all audiences, and the photos can be published by local newspapers. For a free photo contest promotion kit, write or call the ALA PIO.

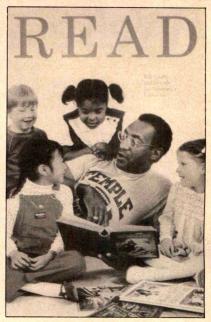
- Participate in an NLW network of more than 50 million people in 53 national organizations. The Lions Club and the AFL-CIO are among the groups enrolled in the National Library Week Partnership Program promoting libraries, books, and reading. You can get local partners to work with your library on mutually beneficial programs, such as the literacy campaign.
- Fight illiteracy in your community. The Advertising Council and Benton & Bowles launched a three-year media campaign in December to make the nation aware of those who cannot read. Join the ALA Coalition for Literacy and make sure that your library is involved in the national effort. Take the lead and form a local coalition.

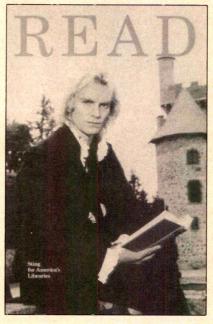
"This is where the library, allied with the family and education, can come into its own," Sen. Claiborne Pell (D-R.I.) told Congress Aug. 3. The library "has a golden chance to make a real difference. No other institution is able to serve the Learning Society in quite the same way . . . No other can provide a learning uplift for all Americans," Pell said.

Together, the Ad Council campaign, the Coalition for Literacy, and the Nation of Readers theme and photo contest can produce a strong argument and gain wide media attention for reading and libraries.

-ALA Public Information Office









#### National Library Week April 14-20

Bill Cosby and friends, Mikhail Baryshnikov, Bette Midler, and Sting spread the library message on full-color posters prepared for National Library Week April 14— 20. Artist Julius Friedman designed the 22by-34-inch posters, which cost \$4 each from the ALA Public Information Office.

Friedman also designed a vivid "Nation of Readers" poster displaying an open book superimposed on an American flag. The design is \$6 as a 19½-inch-poster on

heavy cover stock or \$6 for 200 2½-by41/4-inch bookmarks.

The posters, bookmarks, and other promotional materials are pictured and described in the 14-page 1985 ALA Graphics Catalog available free from the ALA Public Information Office at Headquarters.

Winners of The American Book Awards presented in November are listed on a four-color, 24-by-30-inch poster to be presented free with all PIO orders.

#### (Handbook continued from p. 56.)

Ch., Jere Stephan, Tucson P.L., 111 E. Pennington POB 27470, Tucson, AZ 85726-7470 (1986); Louise Dorton (1986); Jo Ellen Flagg (1986); James H. Kirks, Jr. (1986); William Ptacek (1986).

p. 111. Representatives: Add ALA Legislation Com. Copyright subcom.—Mary A. Henneghan, ALA Library Education Assembly—Jo Ann Pinder, ALA Chapter Relations Com.—Claudia Sumler, and ASCLA Decade for the Disabled Planning Com.—Nancy Ann Maier.

#### An NLW editorial you can use

To celebrate libraries, the ALA Public Information Office will ask President Reagan to proclaim National Library Week; you can ask the same of your mayor, principal, or chancellor. PIO will also suggest editorial comments to national news media; you can ask your local newspaper editor or broadcasting station to publish an editorial along these lines (The text below may be used freely, without permission):

TAKE A MOMENT AND THINK BACK to when you were in first grade. The little girl in front of you has just finished her turn, and now the teacher calls on you. Eagerly you stand, book braced in hand, and read to the class, "See David run."

It was a powerful moment. There was no doubt about it. You could read those words! The world was yours.

As we savor the richness reading has brought our lives, it is hard to believe that nearly 27 million Americans cannot read and understand simple texts, signs, and directions well enough to function in everyday life. This problem costs our nation more than \$224 billion every year.

Fortunately, the (name of your library) is involved in the effort to combat illiteracy along with the American Library Association, the Coalition for Literacy, and the Advertising Council, Incorporated.

And you can do something, too. This year you can celebrate reading and libraries

How? Make all your gifts books. Read a poem aloud every night before supper. Read the newspaper every day. Subscribe to a magazine you've always wanted. Watch TV one hour less each day, and use the time to read. Go to the library twice a month and take out a book on a subject you know nothing about. Make sure everyone in your family has a library card. And to find out how to be a tutor, contact (name of library) or call the Coalition for Literacy toll-free number, 1-800-228-8813.

Despite the frightening numbers of functionally illiterate people, most Americans can and do read. April 14–20, 1985, is National Library Week. NLW is the perfect time to recapture the power and pleasure of reading. It's time to reaffirm ourselves as A Nation of Readers.

- p. 114. Achievement Citation: Add Ch., Katherine P. Sites, 4102 W. Adams, Apt. 259, Temple, TX 76501 (1985).
- p. 116. MLS Executive Committee: Correct Patricia Olsen Wilson address is Rochester, MI 48063.
- p. 118. Add 1986 National Conference Commit-

Co-ch., Susan G. Broomall, Orange Cnty. L. Sys., 10 N. Rosalind Ave., Orlando, FL 32801 (1986); Stanley R. Bustetter, Central Florida Rgnl. L., 13 S.E. Osceola, Ocala, FL 32670 (1986).

- **p. 126.** Interlibrary Loan: Correct addresses are Ellen Parravano, Westchester Library System, Elmsford, NY 10523; Jonathan Penn, Interlibrary Loan, Univ. of Delaware Ls., Newark, DE 19717-5276.
- p. 132. Add MARBI Review Committee.

To examine and make recommendations as appropriate on the mission, charge, structure, liaison, relationships, representation from the various communities and the committee's accountability to the three boards.

- Ch., Susan K. Martin (LITA), Dir., Eisenhower L., John Hopkins Univ., Baltimore, MD 21218; Henriette Avram (LC); David Bishop (RTSD); Ruth Carter (LITA); Mary Ann Clapper (RTSD); Anne Grodzins Lipow (RASD); Joseph R. Matthews (RASD).
- **p. 153.** Continuing Library Education . . . : Delete John E. Hinkle and insert Ch., Sandra S. Stephan, State Dept. of Educ., 200 W. Baltimore St., Baltimore, MD 21201-2595.
- p. 155. Committee Chairpersons . . . : Add Liaison to State and Local Affiliates—John H. Sulzer, C-297 Pattee L., Pennsylvania State Univ., University Park, PA 16802.

**p. 173.** Executive Offices: Add Deputy Executive Director Roger H. Parent.

Communication Services: Add Public Information Office Director Linda K. Wallace.

- **p. 179.** *LHRT Newsletter:* Change Fritze address to Dept. of History, Lamar Univ., POB 10048, Beaumont, TX 77701.
- p. 181. 1984 ALA AWARDS: Add Equality— Margaret Myers.
- **p. 188.** Kohlstedt Exhibit Award: Delete from line 2 "at the Exhibits Round Table Banquet."

#### Unit offerings from 50 E. Huron

"ALA Is Continuing Education," a list of workshops, training packages, and grants, comp. by the Office for Library Personnel Resources and the Standing Committee on Library Education. Brochure, single copies free with self-addressed, 20-cent-stamped no. 10 envelope, special rates for multiple copies from OLPR, ALA.

**ALA Handbook distribution.** The ALA Handbook of Organization 1984 – 85 will be mailed (without request) to all personal members who hold an office or an appointment in ALA and its units.

The ALA Handbook of Organization and Membership Directory 1984 – 85 will be mailed (without request) in November 1984 to all organization members.

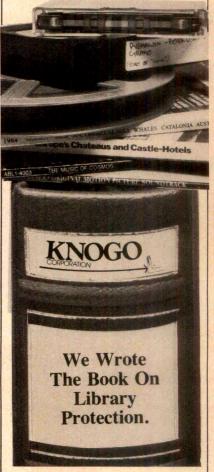
If you are an ALA personal member who holds no office or appointment and you wish a copy of the 1984 – 85 handbook, send a note of request for your free copy (include your membership number) to Elaine Wingate, Executive Office, ALA, 50 E. Huron, Chicago IL 60611.

# The more your library has to protect, the more you need KNOGO protection.

A KNOGO electronic article surveillance system can discreetly and effectively protect your library from losing as much as 10% of your books, tapes, records and cassettes to pilferage every year.

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100 Tec St., Hicksville, N.Y. 11801

# **ALA Annual Conference**

#### Chicago, July 6-11, 1985

#### Housing and travel information; notes on fees, services, agenda

#### **Major events**

Theme: Forging Coalitions for the Public Good

Opening of Exhibits: Saturday,

July 6, 9 a.m.

Opening General Session: Saturday,

July 6, 4-6 p.m.

All-conference Reception: Saturday,

July 6, 6-8 p.m.

President's Dance: Sunday, July 7,

9 p.m. - 12 midnight

President's Program: Monday, July 8, 8 a.m. - 5:30 p.m.

Inaugural Banquet: Wednesday,

July 10, 7 p.m.

#### Conference headquarters

The Hyatt Regency Hotel and Palmer House have been designated joint headquarters hotels for the ALA conference. Major conference services will be divided between the Hyatt Regency and the Palmer House. These services include registration, local information and tours, message center, first aid, meal tickets, placement, postal substation, and package-wrapping.

Major meetings and other events will be held in the joint headquarters hotels and in other downtown and near-north properties.

#### **Hotel reservations**

Reservation requests for the preconference period and the conference week will be accepted from Jan. 2 to June 7. Requests are to be sent to:

ALA Housing Bureau

c/o Chicago Convention & Tourism

McCormick Place-on-the-Lake

Chicago, IL 60616

After June 7 the ALA Housing Bureau will continue to make placements, but only on a space-available basis and not necessarily at the published rates.

A list of selected hotels and their rates appears on page 63. Rates are quoted for the room, not per person, and all rooms will be assigned on a first-come, firstserved basis. All reservations must be made by mail using the form on page 64. Telephone calls will not be accepted for

All requests must indicate six choices.

Be sure to give accurate dates and approximate arrival/departure hours for all persons who will occupy the rooms requested. Note that the ALA Housing Bureau does not assume the responsibility of pairing guests for double occupancy or in multiple housing units.

#### **Hotel confirmations**

All housing requests must be made through the ALA Housing Bureau, c/o Chicago Convention & Tourism Bureau. Receipt of room reservations will be acknowledged by the bureau; confirmation of rooms will be sent from the assigned hotel as soon as possible after receipt of requests.

Please note that a first night's deposit or credit-card guarantee is required in advance by all the listed properties. Do not send deposit or credit card guarantee, however, until you have received the hotel's confirmation form specifying the deposit required.

#### Cancellations and changes

Cancellations and changes of accommodations are to be made in writing to the ALA Housing Bureau up to two weeks before the opening of the conference. After that time the bureau will accept telephone requests for last-minute changes and referrals only.

#### Registration fees

Full week—\$75 (or \$64 if registered in advance) for ALA personal members; \$75 (or \$60 if registered in advance) for ALA personal members who are also personal members of an ALA Division; \$20 for full-time library school students (or \$17 if registered in advance); \$20 for full-time library school students with ALA personal student membership and ALA divisional membership (or \$16 if registered in advance); \$38 for ALA retired members (in advance or on site); \$125 (no discount) for nonmembers.

Daily fees (paid only at the conference)—\$38 for ALA personal members; \$38 for ALA personal members who are also members of an ALA Division; \$10 for full-time library school students; \$63 for nonmembers.

Note: In order to qualify for the member's registration fees, conferees must have their 1985 personal membership card at the time of registration.

#### **Exhibits**

Booth exhibits will be located in the Hyatt Regency Hotel; table exhibits will be located in the Continental Hotel. After the official ribbon-cutting on Saturday, July 6, the exhibits will be open as follows: 9 a.m. - 4 p.m. on Saturday, July 6; 9 a.m. - 5 p.m. on Sunday and Monday, July 7 and 8; and 9 a.m. -3p.m. on Tuesday, July 9, the closing day. Registration for exhibitors will begin on Thursday, July 4.

Full information and applications for exhibit space were mailed early in January 1985. Exhibitors interested in taking part in the Chicago show who have not received the material by mid-January should write to Chicago Conference Exhibits, ALA Conference Arrangements Office, 50 E. Huron St., Chicago, IL 60611.

All exhibit visitors will be required to have a registration badge. Arrangements can be made for groups (library school students, teachers, etc.) to receive free exhibit badges in advance by writing to Exhibit Badges, ALA Conference Arrangements Office, 50 E. Huron St., Chicago, IL 60611. Include a stamped, self-addressed envelope, and be sure to affix an extra 20¢ stamp should the request be for 10 or more free badges. Deadline date: June 7. (Note: Exhibit badges are not accepted for entry to meetings.)

#### Shuttle bus service

Free shuttle bus service is planned for operation between all participating hotels/ motels. Shuttle bus service schedules showing pickup times and pickup points and destinations for each day of the conference week will be available later, as well as information on bus arrangements for all-conference events.

#### Poster sessions

The Chicago Conference poster sessions will be held in the Continental Hotel. Selected individuals will be assigned a time block during the conference week to present their research findings and innovative programs. Deadline for the receipt of applications for poster session presentations is Jan. 30, 1985. Final selections will be made during February by the Poster Session Review Panel, and authors will be notified of the panel's decision after March 15. Official application forms are available from Poster Sessions Applications, ALA Public Information Office, 50 E. Huron St., Chicago, IL 60611.

#### **Advance Registration**

Those who wish to register in advance for the conference will be able to do so by using the advance registration form to be included in the April issue of AL as well as in the preliminary program booklet to be mailed to all ALA members at the end of March 1985.

Registration at the conference will open on Thursday, July 4, at 10 a.m. in the Hyatt Regency Hotel.

#### Child care

ALA will reimburse to any registered parent the charges expended on child care for each day of the Chicago conference week, July 6-11. This covers only child care in the parent's hotel room or other residence in the conference city and does not include charges for children's food or transportation, or transportation or gratuity for the sitter or service. Parents may contact their hotel child care center/baby sitting service where it is available, or select one from the classified phone book.

Reimbursement forms, which will be available at the ALA registration desk after the opening of the conference, must be signed by the individual performing the child care services and presented by the parent to the registration desk before noon on Wednesday, July 10.

#### TV Travel

The first 500 ALA annual conference attendees to book their transportation through TV Travel will automatically be entered into a drawing for two round-trip tickets to Bermuda, including round-trip coach airfare, hotel accommodations, and two meals a day. Second prize is two free air tickets on American Airlines to any American city in the Continental U.S. from the American city closest to the winner's hometown. Third, fourth, and fifth prizes are certificates good for 10 percent off of the winner's next ticket purchased through TV Travel.



Known to architects all over the world, the Louis Sullivan-designed Auditorium Theatre is one of the crown jewels of Chicago architecture. It will house the Opening General Session.

The winning names will be drawn by an ALA representative at the July conference in Chicago. In addition, all ALA conference attendees and their families who purchase tickets through TV Travel will receive \$150,000 free flight insurance.

TV Travel is also offering special negotiated discounts on American Airlines of 35-50 percent off coach airfares; low fares on alternate carriers will also be available. Attendees must book and purchase their tickets by May 1, 1985, to qualify for the discounts.

For information and reservations call Monday through Friday: 1-800-543-9089, 7 a.m. -4 p.m. Central Standard Time; in Ohio, 1-800-762-9049, 7 a.m. -4 p.m.; in Illinois, 1-312-899-1100, 8:30 a.m. -5 p.m. Mention your group name: ALAHOM.

# Council, Membership, and Executive Board meetings

ALA Council meetings will be held on Sunday, July 7, 3-5:30 p.m.; Tuesday, July 9, 2-5:30 p.m.; and Wednesday,

July 10, 2-4 p.m. The Council meeting with the Executive Board is scheduled on Sunday, beginning at 2 p.m.

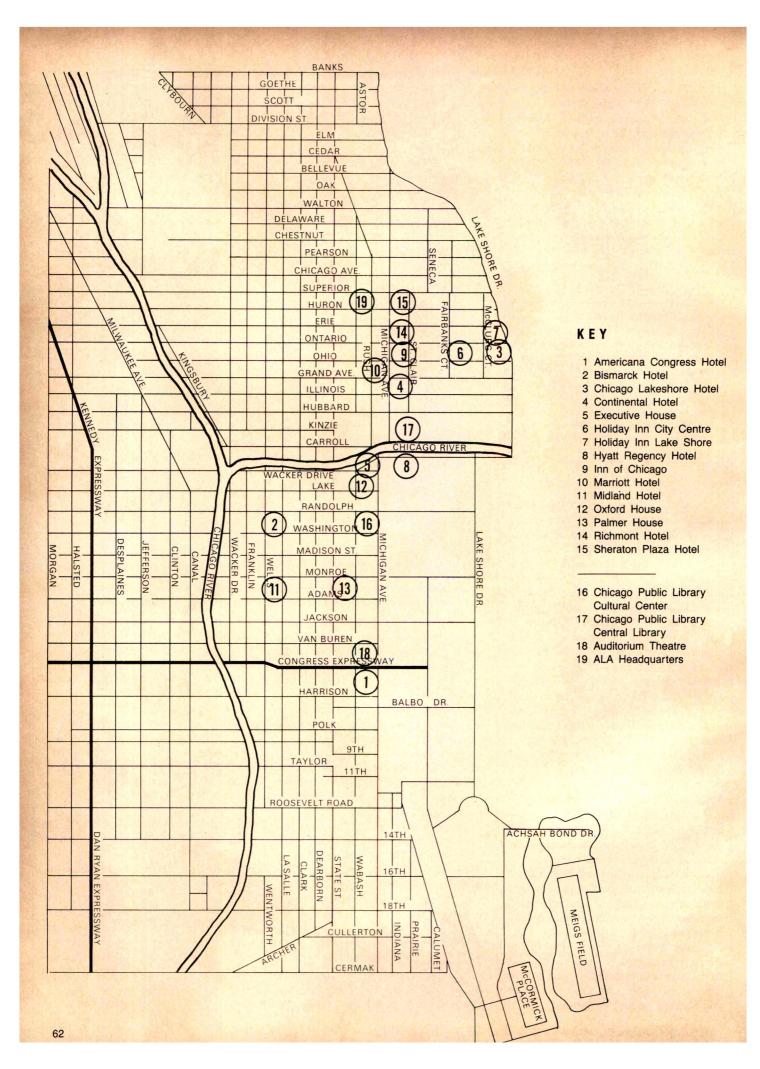
ALA Membership meetings are scheduled on Monday, July 8, 8 – 10 p.m., and Wednesday, July 10, 9 a.m. – 12:30 p.m.

ALA Executive Board meetings will be held on Saturday, July 6, 9:30 a.m. – 12:30 p.m.; Tuesday, July 9, 9 a.m. – 11 a.m.; and Thursday, July 11, 9 a.m. – 12:30 p.m.

#### **Opening General Session & Reception**

The Opening General Session is scheduled on Saturday, July 6, 4-6 p.m., and is planned to be held in the beautiful, world-famous Auditorium Theatre, the Louis Sullivan-designed hall that Frank Lloyd Wright called "the greatest room for music and opera in the world—bar none." The All-Conference Reception follows at 6-8 p.m. in another Chicago landmark building, the Chicago Public Library Cultural Center.

(Continued on p. 63)



(Annual Conf., continued from p. 61)

#### Other meetings

The first meeting of the *New York Conference Program Committee* was held on Saturday, Jan. 5, during Midwinter week in Washington, D.C. The second meeting will be held on Tuesday, July 9, 8-10 p.m., during the Chicago conference.

The Program Evaluation and Support Committee (COPES) evaluates the programs of the Association and submits a recommended budget to the Executive Board for Action. COPES is assisted by the members of the *Planning and Budget Assembly*. The COPES/PBA meeting is scheduled on Friday, July 5, 2-4 p.m.

The Chicago conference week's activities will include programs and business meetings of divisions, sections, committees, round tables, and other groups. Major preconference and conference program information will be published in the preliminary program booklet to be mailed to ALA members at the end of March. Program highlights will also appear in forthcoming issues of AL.

#### Library school reunions

Breakfast, luncheon, cocktail party/dinner time slots are available for library school reunions on Tuesday, July 9. Requests for ALA-contracted space are to be sent to the ALA Conference Arrangements Office.

Those who wish to participate in the Cooperative Library School Alumni Reunion cocktail party on Sunday, July 7, should inform the Conference Arrangements Office in Chicago.

—Conference Arrangements Office

#### ALA Annual Conference — JULY 6-11, 1985 — Hotel/Motel Accommodations

(See next page for reservation form)

		Single	Double	Occupancy	upancy Suites		
Key	Hotel/Motel	Occupancy	(Double)	(Twin)	P-1	P-2	
1	Americana Congress Hotel	\$56	\$66	\$66 (\$70 for 3)	\$85-300	\$175 – 400	
2	Bismarck Hotel	\$45	\$55	\$55 (\$65 for 3)	\$75 & up	\$100 & up	
3	Chicago Lakeshore Hotel	\$55	\$55	\$55	-		
4	Continental Hotel (former Radisson)	\$60	\$70	\$70 (\$80 for 3)	\$240	\$300	
5	Executive House	\$54	\$60	\$60		-	
6	Holiday Inn City Centre	\$58	\$58	\$58 (\$68 for 3)	-		
7	Holiday Inn Lake Shore	\$58	\$58	\$58		- 5.2	
8	Hyatt Regency Hotel (Joint Headquarters Hotel)	\$75	\$90	\$90	\$175 to	\$1,600	
9	Inn of Chicago (Best Western)	\$60	\$70	\$70 (\$78 for 3)	\$160	\$210	
10	Marriott Hotel	\$78	\$88	\$88 (\$103 for 3)	\$240 & up	\$360 & up	
11	Midland Hotel	\$64	\$74	\$74 (\$84 for 3)			
12	Oxford House	\$55	\$70	\$70 (\$82 for 3)	\$130	\$195	
13	Palmer House (Joint Headquarters Hotel)	\$75-M	\$95-M	\$95-M (\$117 for 3)	\$210 & up-M	\$420 & up-M	
		\$110,130,150-T	\$130,150,170-T		\$385 & up-T	\$550 & up-T	
14	Richmont Hotel	\$58	\$58	\$85			
15	Sheraton Plaza Hotel	\$77	\$89	\$89 (\$104 for 3)	\$155 <del>-</del> 175	\$350	

#### Notes about accommodations

Also marked on map, by number, are: (16) Chicago Public Library Cultural Center; (17) Chicago Public Library Central Library; (18) Auditorium Theatre; (19) ALA Headquarters

M = main building; T = tower room

3rd person rate can be sharing bed or separate cot; cot not available in all properties; inquire directly

Rates at property 14 include complimentary continental breakfast; no in-house facilities for **full** breakfast or lunch and dinner

In-house parking at properties 3, 4, 5, 6, 7, 8; other properties have adjacent or nearby parking; inquire directly about fees and whether

valet or self-parking

Swimming pools at properties 4, 6, 7, 10, 13

All room rates subject to 10.1% city/state sales tax

All rooms are air conditioned

Most major credit cards acceptable to participating hotels at this writing Free ALA shuttle bus service to all participating properties

First night's deposit required at all properties; Housing Bureau will send acknowledgement of housing request; room confirmation will be sent direct from hotel and will specify amount of deposit P-1 = parlor and 1 bedroom; P-2 = parlor and 2 bedrooms

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#### ALA Conference—Chicago—July 6-11, 1985

Hotel/Motel Room Reservation Form

TO: ALA Housing Bureau c/o Chicago Convention & Tourism Bureau McCormick Place-on-the-Lake Chicago, IL 60616  Hotel Choices: 1st	Double (2 persons, 1 bed) \$ Twin (2 persons, 2 beds) \$ Parlor and 1 bedroom \$ Parlor and 2 bedrooms \$	If none of my choices is available, in accepting another assignment I am more concerned with □location □rate
	. (am or pm) Departure date/hour	(am or pm)
Confirm to: Name	Library/Company	
Business phone (AC )	CityStateState	

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# the source

SELECTED RESOURCES FOR CURRENT AWARENESS

The Source highlights useful items in major areas of library/information activity. Send materials to department editor Gordon Flagg, American Libraries, 50 E. Huron St., Chicago, IL 60611.

#### = nonprint

The Cricket is the music-loving star of a new series of non-verbal, animated films to introduce youngsters to music and teach them problem-solving skills. The seven titles currently available include The Cricket and the Handsaw, in which Cricket and a cello-playing bee prevent two greedy beetles from sawing down the forest; The Cricket and the Engine, showing Cricket's ingenuity and musical ability as he outwits a porcupine who's polluting the environment; and The Cricket and the Hen, featuring a hungry chicken with a taste for music who swallows Cricket while he's giving a violin recital. For more details on the series write Phoenix/BFA Films and Video, 468 Park Ave. South, New York, NY 10016 or phone 800-221-1274.



The Itzhak Periman of the cartoon world stars in a new animated film series.

Guides to free materials. For 50 years, Educators Progress Service has been publishing guides to audiovisual materials available on free loan from trade organizations, companies, and other groups.

The Educators Guide to Free Films lists 4,098 motion pictures from 326 different sources. 690 p., \$27 (0-87708-143-3). The Educators Guide to Free Filmstrips describes 438 filmstrips and slide sets, many with accompanying sound on disc or tape. 148 p., \$19 (0-87708-144-1). The Educators Guide to Free



Managing photographic archives. Archives and Manuscripts: Administration of Photographic Collections addresses all aspects of managing photographic materials in an archival setting, including appraisal, acquisition, arrangement, description, preservation, and legal issues. The 176-page paperback is illustrated with nearly 100 color and black-and-white photographs, such as this portrait taken by an itinerant photographer of a Nebraska family assembled before their sod house. Also included are a bibliography, glossary, and supply list. \$18 (\$14 to Society of American Archivist members) from the Society of American Archivists, 600 S. Federal, Suite 504, Chicago, IL 60605.

Audio and Video Materials includes 1,602 audio tapes, videotapes, and records. 389 p., \$19.50 (0-8708-145-X).

Entries, which are arranged by broad subject categories, from accident prevention and safety to sports and recreation, give the format, running time, and a brief description of the materials. Each paperback guide includes subject and title indexes and a listing of issuing agencies. Include \$1.55 shipping for each volume. Educators Process Service, 214 Center St., Randolph, MI 53956.

### **= bibliography =**

Native American materials. Over 200 publications produced by Native Americans or focusing on the contemporary affairs of Indians are listed in American Indian and Alaska Native Newspapers and Periodicals, 1826—1924, by Daniel F. Littlefield, Jr., and James W. Parins. The work covers the period from the establishment of the first magazine about Native Americans (The Muzzinyegun or Literary Voyager, dealing with Ojibwa folklore and history) through the year of the Pueblo Lands Board Act, which granted citizenship to all Indians.

Each entry includes a brief essay giving the history of the publication and describing its content, a bibliography, location sources, and a publication history. Appendixes list the titles chronologically, by location, and by tribe, and

a subject index provides further access. 482 p., \$45 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (0-313-23426-4, 83-1483).

American Indian Novelists: An Annotated Critical Bibliography, by Louis D. Owens and Tom Colonnese, surveys the work of 19 Native American authors from the late 19th century through the present. The writers are given brief biographical sketches, followed by descriptive annotations of their novels, listings of their short fiction and poetry, annotated bibliographies of criticism of the novels, and citations to reviews. 177 p., \$28 from Garland Publishing Co., 136 Madison Ave., New York, NY 10016 (0-8240-9199-X, 82-49135).

Indexing and Abstracting, 1977 – 1981: An International Bibliography describes over 1,600 items in 25 languages dealing with both the manual and automated aspects of indexing and abstracting. The entries are arranged in sections dealing with such areas as indexing languages, systems, and techniques; indexing as a profession; index production; indexing around the world; and abstracting and indexing services. Author, title, and subject indexes are included.

A continuation of author Hans H. Wellisch's Indexing and Abstracting: An International Bibliography, which covered the mid-19th century through 1976, the volume includes 220 items belonging to the period covered in the earlier work. 276 p., \$45 from ABC-Clio Information Services, Riviera Campus, 2040

A.P.S., POB 4397, Santa Barbara, CA 93103 (0-87436-398-5, 84-3064).

Books on the bomb. The Atomic Papers is subtitled "A Citizen's Guide to Selected Books and Articles on the Bomb, the Arms Race, Nuclear Power, the Peace Movement, and Related Issues." The volume annotates over 800 books published since 1945 and approximately 300 journal articles from 1980 onward, avoiding popular magazines accessible through the Reader's Guide in favor of technical, scholarly, and "alternative" publications. The final chapter, "The Art of Fission," describes over 100 novels and short stories with nuclear themes.

Author Grant Burns' introduction and annotations make it clear that his sympathies lie with the antinuclear movement, but the works included reflect all viewpoints. 323 p., \$22.50 from Scarecrow Press, POB 656, Metuchen, NJ 08840 (0-8108-1692-X, 84-1390).

Fictional future wars. Nearly 200 novels about imaginary wars in a hypothetical, nuclear-age future are described in Future War Novels: An Annotated Bibliography of Works in English Published Since 1945. Compilers John Newman and Michael Unsworth based their work on the comprehensive collection of Imaginary War Fiction at the Colorado State University Libraries, emphasizing novels that focus on actual locales and military events and demonstrate the social, political, and military context of their time. 101 p., \$25 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (0-89774-103-X, 83-43245).

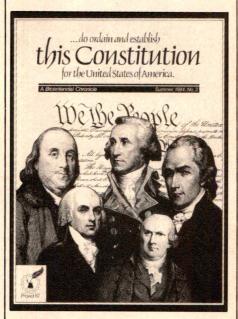
Copyright bibliography. An eight-page listing of recent (1982 – present) articles on copyright, taken from an online search of the ERIC, LISA, Legal Resources Index and Microcomputer Index databases, is available for a self-addressed, stamped envelope sent to Mary Lee Sweat, University Librarian, Loyola University, 6363 St. Charles St., New Orleans, LA 70118. Sweat would also like to receive copies of libraries' institutional copyright policies or guidelines.

#### **=intellectual** freedom=

Association is joining the American Library Association is joining the American Bar Association and other groups in sponsoring "We the People . . .," a comprehensive media project celebrating the bicentennial of the U.S. Constitution in 1987. The project will include a PBS television series and companion book, a radio series, and a wide range of forums, conferences, and other events. ALA will be involved in coordinating community-based programs to give citizens throughout the country the opportunity to participate in the celebration.

Another group involved in the effort is Project '87, a joint undertaking of the American Historical Association and the American Political Science Association. In addition to organizing five scholarly conferences on the Constitution, awarding 51 research grants and fellowships, and producing several television programs, Project '87 is publishing a quarterly magazine titled *this Constitution*. The magazine features lively articles on constitutional issues, annotated original documents, and information about bicentennial grants, events, publications, and media programs. Local libraries will find *this Constitution* useful in planning activities for the "We the People . . ." project.

Annual subscriptions to this Constitution are \$10 for individuals and \$16 for institutions from Project '87, 1527 New Hampshire Ave., N.W., Washington, DC 20036.



This Constitution, a "Bicentennial Chronicle" from Project '87.

Librarian who defied JDL wins award.

Postscript to the story of the Jewish Defense League's attempts to block a Russian film series through vandalism and bomb threats (AL, April 1984, p. 198 – 200): Greenburgh (N.Y.) Public Library Director Robert J. Trudell was given the 1984 NYLA/SIRS Intellectual Freedom Award for his stand against the league's intimidation.

The award, sponsored by the Social Issues Resources Series, Inc., consisted of \$500 to the recipient, \$500 to the library of his choice, and travel expenses to the New York Library Association conference last October to receive the honor

Attacks on the Freedom to Learn, the second annual censorship report from People for the American Way, documents extensive censorship activity in public schools and libraries during the 1983 – 84 school year.

Calling school and library censorship in the U.S. "widespread, pervasive, and better organized than ever before," the report cites incidents in 48 of the 50 states. Among the materials attacked were *The Great Gatsby* ("glamorization of adultery"), *The Color Purple* ("inappropriate portrayal of religion"),

Little Red Riding Hood ("excessive violence"), and Mother Goose Rhymes ("antisemitic").

The incidents were initiated by a variety of sources, including parents, teachers, school board members, librarians, and civic and church groups. In at least 20 percent of the incidents local protest groups received support from nationally organized groups such as Phyllis Schlafly's Eagle Forum, the National ProFamily Forum, and Mel and Norma Gabler's Educational Research Analysts.

Copies of the 24-page paperback report are \$3.50 from People for the American Way, 1424 16th St., N.W., Suite 601, Washington, DC 20036.

The Book Enchained, a lecture by former New York Times Moscow correspondent Harrison Salisbury attacking censorship in the Soviet Union, has been published by the Library of Congress as the 10th title in the Viewpoint series of its Center for the Book. The lecture, delivered by the Pulitzer-Prize-winning journalist at the library in September 1983 (AL., Dec. 1983, p. 699), describes how "Russia's constant effort to protect herself against the dangers of the hook and pen." Single copies of the ninepage publication are available at no charge from the Library of Congress, Central Services Division, Washington, DC 20540.

#### systems:

Systems text updated. An Introduction to Computer-Based Library Systems is a basic text for library school students and librarians who want to keep up with current developments. Author Lucy A. Tedd has completely rewritten her 1977 first edition to reflect the growth of microcomputer systems, telecommunications networks, online search services, and other advances during the past seven years.

Following an introductory chapter offering an overview of library systems, Tedd discusses hardware and software; storage and retrieval of information; planning and implementation; systems for acquisitions and cataloging. circulation, and serials control; and other topics. The 262-page text also includes a glossary and a lengthy list of acronyms. \$24.95 from John Wiley & Sons, 1 Wiley Dr., Somerset, NJ 08873 (0-471-26285-4).

#### Data Phase gets foothold at Foothill.

When Data Phase Corp. installs its ALIS III system to automate the 75,000-item library at Foothill College in Los Altos Hills, Calif., it will also provide an automation showcase for Bay Area librarians and library-assistant students.

Foothill offers the only library technical assistant training program between San Francisco and Southern California, and the school's seminars on library and information topics attract librarians from around the Bay Area. The Data Phase system will be used to expose librarians to integrated library technology, said

Dean of Learning Resources Marilyn M. Mc-Donald, who added, "Librarians want to see a fully automated system in operation and to benefit from hands-on experience with library automation.'

Data Phase has also entered negotiations with the Brooklyn, New York, and Queens Borough Public Library Systems to develop what will be the largest automated circulation control system in the world. The three library systems, comprising more than 200 branches in the five boroughs of New York City, own 11 million items and process 25 million circulations annually.

The system will be supported by a Tandem-

based Automated Library Information System and a telecommunications network linking 679 terminals. If the negotiations are successful, the libraries and Data Phase expect the system to be in place by 1988.

Literature from LITA. The first two titles in a new monographic series from the Library and Information Technology Association publish the proceedings of the group's first national conference and its 1983 preconference insti-

Croszroads collects 41 papers presented at LITA's 1983 conference in Baltimore, addressing such areas as user response to online catalogs, automation of authority control systems, networking and technology, administration of technological change, and electronic publishing. The 261-page paperback, edited by Michael Gorman (who is also general editor of the series) is \$40 (0-8389-3307-6, 84-10965).

Online Catalogs, Online Reference: Converging Trends, edited by Brian Aveney and Brett Butler, publishes 11 papers from LITA's Los Angeles preconference on these two types of retrieval systems and their convergence into a single type of user access. 211 p., paper, \$20 (0-8389-3308-4, 84-11023). Both titles are available from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611.

CLSI is up to the Minuteman. The Minuteman library network in eastern Massachusetts will install the LIBS 100 Circulation Control Module and Book Acquisition Module from CL Systems, Inc. The system will provide the member libraries with automated circulation control and coordinated, automated book acquisitions. The network plans to eventually add CLSI's LIBS 100 Public Access Catalog.

The Minuteman network encompasses public libraries in 19 suburban-Boston communities as well as the libraries of Framingham State College and Lasell Junior College in

Retrospective Conversion: From Cards to Computer collects 14 case studies based on presentations made at meetings of an ALA retrospective conversion discussion group. Edited by Anne G. Adler and Elizabeth A. Baber, the essays discuss retrospective conversion projects at Rice, Texas A&M, George Washington, and Northwestern universities, the National Agricultural Library, and other institutions. In addition to examining the conversion of monographic materials, the contributors describe projects involving serials, music materials, and manual authority records. The 324-page volume, the second title in the Library Hi Tech series, is \$39.50 from Pierian Press, POB 1808, Ann Arbor, MI 48106 (0-87650-177-3, 84-81656).



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The book, The Microcomputer User's Guide to Online Information, is a 240-page paperback by Carol Hansen discussing such aspects of database searching as how to get started, vendors and their databases, hardware and software, searching techniques, and downloading. The handbook also features a glossary, a bibliography, and appendixes listing networks and major vendors, selected databases, and hardware and software manufacturers

The software program, SuperScout, access-

es Dialog, BRS, CompuServe, and other vendors through the Business Computer Network. BCN subscribers pay a five-dollar monthly service fee covering 20 accesses and unlimited point-to-point communications. Users avoid initial subscription fees to each vendor and receive a consolidated bill for online charges. The program runs on an IBM PC or XT with 128K, two disk drives, and a modem, and comes with an operator's manual.

The kit is \$29.95 from Hayden Book Co., 10 Mulholland Dr., Hasbrouck Heights, NJ 07604 (0-8104-8204-5).

#### Library wins Tandy educational award.

The Putnam County Library in Hurricane, W. Va., was among the 12 recent winners of a Tandy TRS-80 Educational Grant award sponsored by Radio Shack. The library will receive TRS-80 microcomputer equipment for its proposal to link four branch libraries in rural Appalachia to the regional library. The compe-

tition topic was "Uses of Databases in a School Environment."

Since Radio Shack began the grant program in April 1982, it has awarded over \$850,000 in hardware and software to 79 individuals and institutions.

Proposals for the current topic, "Applications of Microcomputers in Special Education," are due March 31. Grant application information packages, which include proposal format and content procedures, are available from Tandy TRS-80 Educational Grants Program, Radio Shack Education Division, 1400 One Tandy Center, Ft. Worth, TX 76102.

Bowker acquires PC Telemart. The R.R. Bowker Company has purchased all rights to the software databases and print products published by PC Telemart, Inc. Among the first products resulting from the combination of the Bowker and PC Telemart databases is the new edition of the *IBM Software Directory*. The

enlarged guide contains descriptions of over 3,000 programs for the IBM PC, organized by 80 categories from accounting to word processing. The 934-page paperback, priced at \$24.95, also includes a directory of over 600 IBM PC user groups, vertical market category descriptions, a glossary of computer terms, and a listing of bulletin boards (0-8352-1969-0).

Other PC Telemart directories to be published by Bowker include the Software Directory, listing over 34,000 programs for over 200 microcomputers; the CP/M Software Directory; and the Apple Software Directory. For more information contact R.R. Bowker, 205 E. 42nd St., New York, NY 10017 (orders go to POB 1807, Ann Arbor, MI 48106).

Where to Find Free Programs for Your TRS-80, Apple, or IBM Microcomputer, by Henry Lee, is a two-volume guide to thousands of BASIC programs published in computer books and magazines from 1979 through 1983.

#### Software Showcase

#### Master Tab analyzes library surveys

Surveys are a valuable management tool used by libraries to quantitatively evaluate present services and plan new ones. However, the tabulation of the survey results can be a tedious and time-consuming chore. Now the process is simplified by Master Tab, a program that automatically tabulates survey questionnaire data into a variety of report-ready tables.

Master Tab has been used to analyze patron surveys involving such areas as public awareness of various library programs, ratings of library services, and community preferences for new or expanded services. One library treated employee time sheets as questionnaires to analyze overtime.

The program can tabulate over 32,000 questionnaires containing up to 125 questions each into tables of up to 50 rows and 15 columns. To create a table, the user types the questionnaire data on a fill-in-the-blanks form provided by Master Tab. The data can be edited to insert, delete, or change information. Then the user defines the columns and rows by assigning labels, definitions, and a list of the statistics wanted in each row.

A simple "tab" command compiles the table to be printed, saved on disk, merged with word processing programs, or directly accessed by the spreadsheet program Lotus 1-2-3. Data can also be tabulated in batch mode without an operator in attendance.

Master Tab produces the most-needed survey research statistics: counts (frequencies), row and column percentages (based on frequencies or sums), means (averages), standard errors, standard deviations, and sums. Each row can have one, all, or any combination of statistics.

Because it is specifically designed to create new tables rather than work with existing ones, Master Tab differs from spreadsheet programs such as Visicalc and Lotus 1-2-3. Some database programs could be used to tabulate questionnaire data, but special programming would be required for each table and each survey; Master Tab requires no programming by library staff.

The program runs on an IBM PC or XT with 128K or more memory, an 80-column monitor, two disk drives (one for the XT), and a parallel or serial printer. It also runs on the

OCLC M300 and the WLN PC.

Master Tab is priced at \$250, plus \$7 for UPS Blue Label shipping, and comes with a 140-page manual and tutorial. Purchasers are licensed to use the program on any machine at their disposal and to make an unlimited number of backup copies. A demonstration copy is available with all the program's features except the ability to save results.

For more information write Marketing Data Research, 8103 104th St., S.W., Tacoma, WA 98498.

	Total	\$10,000 or Less	\$10,001- 15,000	\$15,001- 20,000	\$20,001-30,000	\$30,001-40,000	\$40,001 or More
Bookmobile	123	15	18	21	29	30	10
Service	23.30	18.52	19.57	21.00	23.97	30.61	27.78
Video Tapes	102	4	8	15	31	32	12
	19.32	4.94	8.70	15.00	25.62	32.65	33.33
Audio Cassettes	121	6	11	22	38	33	11
11020 00000000	22.92	7.41	11.96	22.00	31.40	33.67	30.56
				22.00	51.45	55.01	50.50
Telephone Reference	34	2	4	8	9	8	3
	6.44	2.47	4.35	8.00	7.44	8.16	8.33
Local History	52	3	6	10	12	15	6
Collection	9.85	3.70	6.52	10.00	9.92	15.31	16.67
China I Ch	000	70	75		-		
Children's Story	227	32	35	41	60	51	8
Hour	42.99	39.51	38.04	41.00	49.59	52.04	22.22
Computer Literacy	97	12	16	20	21	21	7
Program	18.37	14.81	17.39	20.00	17.36	21.43	19.44
	10.01		11.00	20.00	11.50	21.40	.5.44
Total Respondents	528	81	92	100	121	98	36
	100.00	100.00	100.00	100.00	100.00	100.00	100.00

Table generated by Master Tab showing the public's awareness of selected library services by income level, in frequencies and percentages.

Volume one indexes 4,000 programs, from business simulations to chess games, in 160 books. Volume two indexes 4,000 programs in 500 issues of *Byte*, 80 Micro, Personal Computing, and other magazines.

Each paperback volume is \$14.95, or \$27 for the set, from Pasadena Technology Press, POB 3836, South El Monte, CA 91733. Add \$2 shipping to each order. (Vol. one 0-916305-04-X, vol. two 0-916305-05-8).

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> Small Library Computing 837 Twining Road Dresher, PA 19025 (215) 884-1722

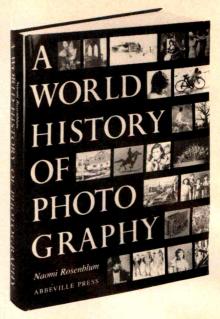
#### resources=

Focus on festivals. The Official 1984 – 85 International Directory of Special Events and Festivals lists more than 2,500 major events in over 50 categories ranging from music and performing arts festivals to marathons and tennis tournaments. A section titled "Off-the-Wall Festivals" describes such events as the International Town Criers' Championships, the World's Largest Rattlesnake Roundup, and the Drake Bulldog Beauty Contest.

Published by Special Events Report, a biweekly newsletter of event marketing, festivals, and sports promotions, the 412-page directory also includes indexes of the North American Festivals by month, state, and title. \$69, paper, from Special Events Report, Inc., 213 W. Institute Pl., Chicago, IL 60610 (0743-4170, 84-90118).



Well, blow me down! The vintage comic-strip adventures of Popeye, unavailable for over 40 years, are being published in an eight-volume series. The Complete E.C. Segar Popeye will reprint all of the episodes drawn by the one-eyed sailor's creator from 1929 until his death in 1938. Each deluxe, 11-by-15-inch volume contains two years' worth of daily or Sunday strips, plus introductory notes and forewords by such contemporary cartoonists as Jules Feiffer and Mort Walker. Volume one, already published, is \$25 cloth (0-930193-00-8) from Fantagraphics Books, 707 Camino Manzanas, Thousand Oaks, CA 91360.



Photographic record. The publisher of A World History of Photography says the 673-page work is the most comprehensive history of the photograph to be published in the last 50 years. Over 600 black-and-white and 60 color reproductions document the development of the art, from 19th-century daguerreotypes through contemporary color-enhanced photos. Naomi Rosenbaum's text traces photographic history chronologically and thematically, with profiles of key figures and three technical sections describing equipment from early camera obscura through Polaroids and Instamatics. \$39.95 from Abbeville Press, 505 Park Ave., New York, NY 10022 (0-89659-438-6, 83-73417).

film noir facts. Two recent works examine film noir, a term coined by French critics to describe American movies of the 1940s and 50s characterized by their pessimistic mood, depiction of a corrupt society, cynical characters, and dark visual style.

In Dark City, Spencer Selby offers lengthy synopses and analyses of 25 major films noirs.

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Psychological Abstracts is the standard reference guide to the world literature for researchers of Psychology and the Social Sciences, as well as the behavioral issues in law, education. At under \$12 a week, how can your library afford to be without it? Psychological Abstracts 1985, is more than a costeffective adjunct to your on-line services... helping to keep expensive searches and needless print-outs to a minimum... freeing library staff for other responsibilities... putting basic research practices back in the hands of the library user.

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1985 **PA** subscription, \$600. Second subscription, when sent to same address as new or current subscription, \$300.

The second section of the book is a film-ography giving basic credits and brief descriptions of nearly 500 films. Appendixes include a listing of "off-genre" films noirs (such as westerns, comedies, and science-fiction films with noir elements), and listings of the titles in the filmography chronologically and by director. 255 p., \$18.95 from McFarland and Co., POB 611, Jefferson, NC 28640 (0-89950-103-6, 83-19984).

John Tuska's *Dark Cinema* approaches the subject culturally, showing how the films view human existence and the society of the time. The work looks at the literacy and cinematic antecedents of *film noir* and devotes chapters to the *film noir* canon, directors, actors, and actresses. A filmography lists several hundred titles with studios and directors. 305 p., \$29.95 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (0-313-23045-5, 84-710).

The Genealogical Clearinghouse Quarterly is a new publication aimed at returning heirlooms and identified photos to interested family members. Each issue lists letters, baptismal certificates, family Bibles, marriage licenses, and other items for sale by antique dealers and individuals around the country, indexed by family name, locality, and subject. The library subscription rate of \$12 for one year is \$2 off the normal price. Stuempges' Genealogical Clearinghouse, POB 41001, Bellevue, Pittsburgh, PA 15202.

#### young people:

Parents as Sexuality Educators: An Annotated Print and Audiovisual Bibliography for Professionals and Parents. (1970-1984) contains 2,531 entries listing sex education resources for parents, resources aimed at specific age groups, materials for pregnant teens, resources for special parent/family situations (single parents, adoptive families, divorced or seperated families, etc.), selected general parenting materials, resources for professionals, and other materials. Appendixes list professional periodicals for sexuality educators, sources for audiovisual and print materials, a recommended reading list, organizations, and Spanish-language materials. Includes author, title, and subject indexes. 212 p., \$55 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (0-89774-087-4, 83-42840).

A reader's advisor for elementary schoolage children. Exciting, Funny, Scary, Short, Different, and Sad Books Kids Like about Animals, Science, Sports, Families, Songs, and Other Things lists titles to answer children's book requests. Compilers Frances Laverne Carroll and Mary Meacham describe popular titles selected through a survey of children's librarians, arranged by categories that include scary books, sad stories, and exciting stories, and by in-demand subjects ranging from pets to computers. Other sections fulfill such specific re-

quests as "I want a short book," and "I want a book like Judy Blume's." Approx. 168 p., paper, \$10 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (0-8389-0423-8).

**Selection guide.** A Guide to Selecting Books for Children is divided into two sections: books for preschool through grade two and books for grades three through six. In each section, Robert J. Whitehead, a prolific author in the field, describes the type of pictures, contents, and formats preferred by the age group. He then defines a number of literary games in each section (for example, alphabet books and Mother Goose books for the younger readers, historical fiction and sports books for the older) and lists recommended titles in each genre. 323 p., \$20 from Scarecrow Press, POB 656, Metuchen, NJ 08840 (0-8108-1691-1, 84-1378).

**50th video profile released.** The release last year of Carolyn Field's interview with Tomie dePaola marked the 50th production in "Profiles in Literature," a series of videocassette conversations with leading authors, illustrators, and editors of children's books.

Field, now retired, is former children's coordinator of the Free Library of Philadelphia. DePaola's *Strega Nona* was a Caldecott Honor Book in 1976; in 1983 he received the Regina Medal of the Catholic Library Association. The color videocassette features footage of the witty author-illustrator in his new home.

Two other recent color releases from the series are interviews with authors Elaine Konigsburg and Harriet May Savitz.

"Profiles in Literature" originated in 1969 and are produced by Jacqueline Shachter Weiss, senior associate professor of children's literature at Temple University. Other profiles include Marguerite deAngeli and the late Arna Bontemps. Early releases are black and white; those produced since 1975 are in color. Each videocassette sells for \$125 in Beta I and II, VHS, U-Matic, and EIAJ. To order a cassette or a free copy of the order brochure, write Jacqueline Shachter Weiss, 3023 DeKalb Boulevard, Norristown, PA 19401.

Reflections on Literature for Children collects critical essays on children's books that originally appeared in the Modern Language Association's annual journal, Children's Literature. The 26 pieces, edited by Francelia Butler and Richard Rotert, discuss such major authors as L. Frank Baum, C.S. Lewis, Louisa May Alcott, and Maurice Sendak and such famous characters as Winnie the Pooh, Raggedy Ann, Pinnocchio, and Babar. Other contributions include a question-and-answer session with I.B. Singer, a lecture by P.L. Travers, and commentary on poetry ranging from T.S. Eliot's Old Possum's Book of Practical Cats to rope-skipping rhymes. 281 p., \$27.50 cloth (0-208-02054-3), \$17.50 paper (0-208-02075-6) from Shoe String Press, POB 4327, 995 Sherman Ave., Hamden, CT 06514 (84-12554).

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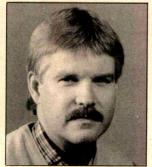
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#### **Currents**







Sherrilynne Fuller

**B.J. Johnston** 

Sarojini Balachandran

library science at the Graduate Library School of

SHERRILYNNE FULLER, former associate director of the Norris Medical Library at the University of Southern California, Los Angeles, is now director of the University of Minnesota Biomedical Library in Minneapolis. ... At Washington University, St. Louis, Mo., SAROJINI BALACHANDRAN is now head of science/engineering services and ALA member B. J. JOHNSTON is head of humanities services. ... ALA member SIDNEY F. HUTTNER is now head of special collections at the University of Tulsa (Okla.) McFarlin Library. He succeeds another ALA member, DAVID FARMER, who left the University of Tulsa to become curator of special collections at the University of Houston (Tex.) Libraries. ... News from the American Society for Information Science includes the presentation of two Awards of Merit and a high-level resignation. The two awards were presented to MARTHA E. WIL-LIAMS, professor of information science at the University of Illinois at Urbana-Champaign library school, and ALA member JOSEPH BECKER, president of Becker & Hayes library consultancy firm in Santa Monica, Calif., at the recent ASIS annual conference. The resignation is that of SAMUEL B. BEATTY, who is leaving his post as ASIS executive director at the end of January after eight years of service to become president of Publishers' Archive Text Handling Services (PATH), Washington, D.C., a new electronic publishing firm. Under his leadership, the financial status of ASIS was transformed from a deficit of some \$500,000 in 1976 to a healthy reserve fund today. ... DALE W. BROWN, former ALA Councilor-At-Large, has been named director of libraries and instructional resources for the Alexandria (Va.) City Public Schools. ... The Government Printing Office has announced the appointments of five new members to three-year terms on its Depository Library Council: SANDRA S. McAninch and ALA members Diane H. SMITH, SUSAN E. TULIS, JAMES R. VEATCH, JR., and ROBERT A. WALTER. McAninch is head, Government Documents Department, at the University of Kentucky's Margaret I. King Library, Lexington; Smith is head of documents at Pennsylvania State University Libraries, University Park; Tulis is documents librarian at the Arthur J. Morris Law Library of the University of Virginia, Charlottesville; Veatch is head of technical services at Nashville (Tenn.) State Technical Institute's Educational Resource Center; and Walter is government documents librarian at the Leonard H. Axe Library of Pittsburg (Kans.) State University. ... ALA member ARNULFO TREJO has left his post as professor of

the University of Arizona, Tucson, to devote more time to his publishing company, Hispanic Book Distributors. ... SCOTT A. SMITH is now manager of research and development at Blackwell North America, Inc., in Lake Oswego, Ore. ... In November ALA member MARIE TASHIMA concluded a one-year stint as a volunteer at ALA Headquarters Library. Among her accomplishments was the development of a computer-based periodical routing service for ALA staffers. ... JONATHAN D. LAUER is now library director at Aurora (Ill.) College. ... In November ALA member LARRY D. BLACK became executive director of the Public Library of Columbus (Ohio) and Franklin County. In his previous post as PLCFC assistant executive director, his accomplishments included implementing several specialized library information phone lines and overseeing the automation of the library's circulation/inventory control system. ... In November DEANNA MARCUM became vice president of the Council on Library Resources. Marcum also serves on the editorial board of ALA's Association of College and Research Libraries publication, College and Research Libraries. ... SHERMAN L. HAYES is now director of the Solomon R. Baker Library at Bentley College, Waltham, Mass. An ALA member, Hayes last served as assistant to the director of the Chester Fritz Library at the University of North Dakota, Grand Forks. ... At Fort Worth (Tex.) Public Library, director and ALA member LINDA ALLMAND was recently named 1984 Newsmaker of the Year by the Fort Worth Headliners Club for her "continuing effort to expand library services and make the system more efficient," and another ALA member, JOHN R. McCracken, has resigned his post as manager of Business Technology to head the Library Services Branch of the Oklahoma Department of Libraries in Oklahoma City. ... ARLENE WELLS is now children's librarian at Hot Springs County Library, Thermopolis, Wyo. She succeeds ANNE JONES, who retired. ... ALA member BARBARA KACENA is now science information specialist for the Engineering and Science Libraries at Carnegie-Mellon University, Pittsburgh, Pa. Her responsibilities include developing a chemical literature short course. ... MARY SCHELLHORN is now director of the Columbia College Library, Chicago, Ill. ... ALA member DEBORAH KANE is now library services manager for the Resource Center Reference Library of the International Information Processing Market Center (INFOMART), opening in January in Dallas,

Tex. INFOMART, the first building of its kind, will provide permanent product showrooms for hundreds of vendors of high technology wares under one roof. ... At the University of Delaware, Newark, Susan Golden is now assistant director of libraries for technical services, DEMARIS HOLLEMBEAK is reference librarian, CAROL PARKE is assistant director of libraries for public services, and JILL B. FATZER has left her post as head of the reference department to become assistant director for main library public services at Ohio State University, Columbus. All are ALA members. ... H. ROBERT MALINOWSKY is now editorial consultant of Oryx Press. An ALA member, Malinowsky is currently president-elect of the Special Libraries Association. ... At Jackson-George Regional Library in Pascagoula, Miss., JUDITH EICHMAN is now children's department coordinator and WADE M. WOODWARD is manager of library resources. ... ALA member Doris R. Brown recently became director of libraries at DePaul University, Chicago, Ill. She succeeded another ALA member, GLENN R. SCHARFENORTH, who left the post to become DePaul's associate vice president for academic affairs. ... Among the newly elected library association presidents-elect are: Joan NICHOLS (Guam), SUSAN ROBERTS (S.C.), and ALA members RUTH A. FRALEY (N.Y.), ROB-ERT PLOTZKE (Ill.), RACHEL SENNER (Kans.), and ANNE WOODSWORTH (Association of Research Libraries). Nichols is Piti Middle School librarian; Roberts is with the University of South Carolina, Aiken; Fraley heads the Graduate Library for Public Affairs & Public Policy at SUNY/Albany; Plotzke is executive director of the Rolling Prairie Library System in Decatur, Ill.; Senner is senior librarian in the Hesston (Kans.) Unified School District; and Woodsworth is associate provost for libraries at the University of Pittsburgh, Pa. ... ALA member HERMAN ELSTEIN, former director of the Ocean County Library, Toms River, N.J., is now director of Dropsie College Library, Merion, Pa. ... At Franklin & Marshall College in Lancaster, Pa., ALA member SHEILA K. ARESTAD is now reference librarian, THOMAS R. KAREL is assistant director for public services, and ALA member LISA E. MOECKEL is reference/documents librarian. ... At the National Agricultural Library, Beltsville, Md., KEITH W. RUSSELL is now chief of the Public Services Division and SARAH E. THOMAS is chief of the Technical Services Division. Both are ALA members.

#### **Deaths**

LOUIS A. LERNER, 49, editor and publisher of Lerner Newspapers, Inc., ambassador to Norway in the Carter administration, and library champion, died Nov. 14. An activist with a wide range of interests, Lerner's posts included that of vice president of the Chicago (Ill.) Public Library Board from 1967 to 1977, and membership in both the National Commission on Libraries and Information Science and the White House Conference Advisory Committee. ... RICHARD B. SEALOCK, 77, head librarian of the Kansas City (Mo.) Public Library from 1949 to 1968, died Nov. 3. A former treasurer and second vice president of ALA, Sealock was also director of Forest Press.

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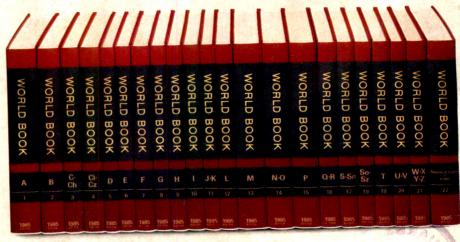
From philosopher Aristotle to astronaut Sally Ride, "World Book continues to provide impressive, international biographical coverage of persons past and present," states the review.

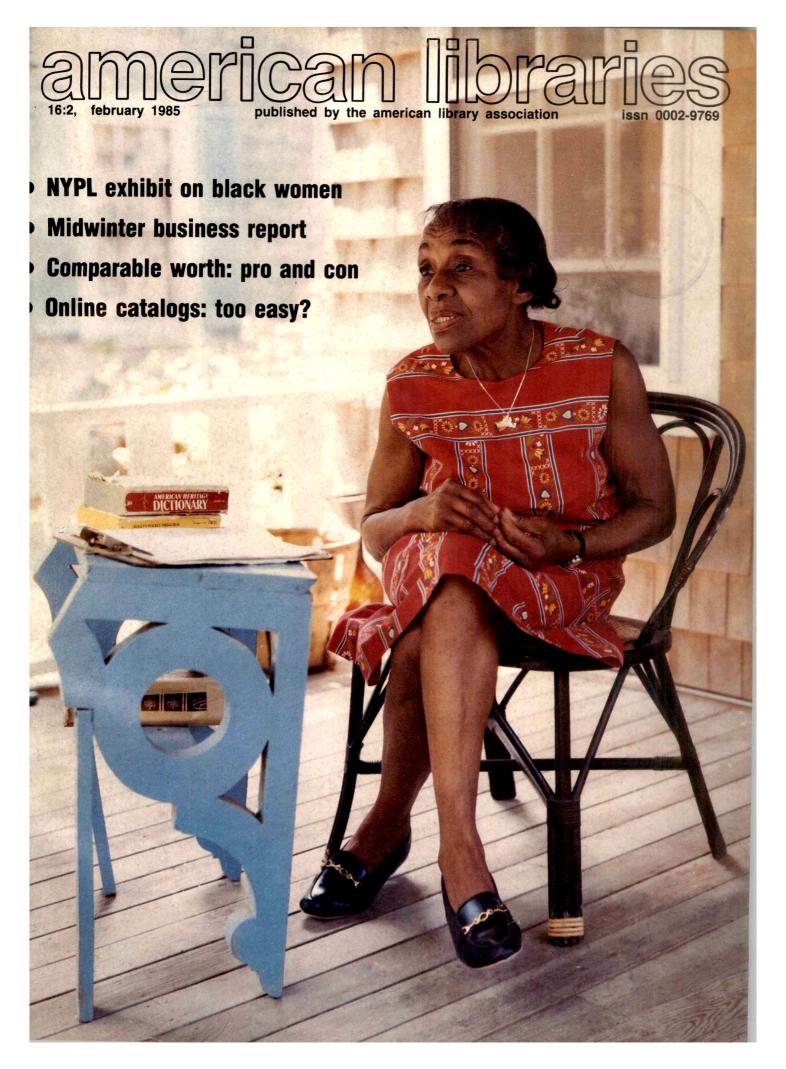
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of information. "World Book's reputation for a

\*The review appears in the 2/1/84 issue.

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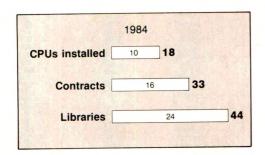


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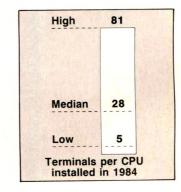
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Phyllis Bova Spies Director, Local Systems Division On Microfilm . . . from Research Publications

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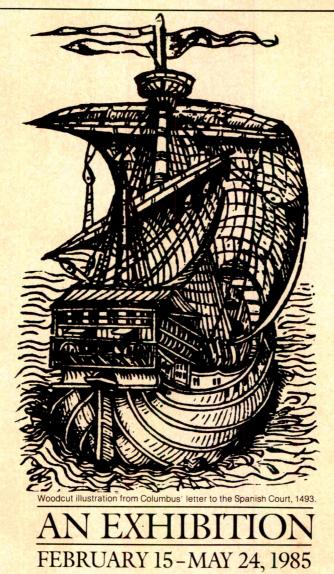
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**Cover.** Novelist Dorothy West, author of *The Living is Easy*, is among 72 women whose portraits are displayed in the "Women of Courage" photo exhibit at the New York Public Library. The collection is based on the Radcliffe College Black Women Oral History Project, which has completed 60 transcripts to date. Photographer Judith Sedwick traveled across the country for four years to shoot subjects at home and at work, using only natural light. See p. 85.

#### DISCOVER

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#### in the news

#### Pratt & Morgan libraries get \$1 million NEH challenges

National Endowment for the Humanities Chair William J. Bennett announced \$14.9 million in three-year, three-to-one challenge grants to libraries, colleges, public television stations, and other educational and cultural institutions in December.

Among the grants were \$1 million to the Enoch Pratt Free Library of Baltimore and to the Pierpont Morgan Library of New York City.

"The news of the award has very nearly sent us into orbit," said Pratt Library Director Anna Curry. "This is precisely the stimulus needed to launch the major fundraising campaign on which our trustees have been working so hard."

The goal to be set by the board's capital campaign may reach \$10 million, far beyond the \$4 million tied to the NEH challenge. From the funds collected, \$2 million would be directed toward completion of the central library renovation (AL, Jan., p. 12) and \$2 million for renovation of the branches. Another \$6 million would augment the library endowment fund.

Morgan Library Assistant Director Francis S. Mason, Jr., said the NEH money will be used "to launch an endowment drive and to increase the security of future public and scholarly programs."

#### Allen County PL and others

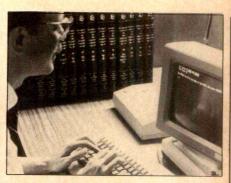
The Allen County Public Library in Fort Wayne became the first public library in Indiana to win an NEH challenge grant. U.S. Senators Dan Quayle and Richard G. Lugar and Rep. Dan Coats, all Republicans, heralded the \$300,000 grant in Fort Wayne Dec. 11.

"I congratulate the National Endowment for its wisdom in making this vital award," Quayle said, urging residents to meet the challenge. Lugar credited the "superb community leadership" provided by the library. Coats said, "This return of federal tax dollars to northeastern Indiana will help the Allen County Public Library to maintain its place of leadership in the nation."

Library Director Rick J. Ashton said the grant, matched by \$900,000 in local funds, will build an endowment fund to support the purchase of resource materials in the humanities fields where the library has been particularly strong: American and world history, philosophy, and the history and literature of religions.

President Linn Bartling of the Friends of the Allen County Public Library presented a check for \$35,000 as first payment on a Friends' pledge of \$75,000 to be paid by July to meet the first stage of the matching fund total.





The New York Public's cumbersome, 8,000-drawer card catalog (left) is being supplanted by a book catalog and an online system in a project that began in mid-January.

#### NYPL card catalog undergoes metamorphosis

Phase II of the New York Public Library's \$45-million restoration program got underway Jan. 18 with the closing of the public catalog room (room 315) and the main reading room in the Central Research Library for the first time since the building opened in 1911. The catalog room will stay closed for 9-12 months while the 10-million-card catalog is transformed into a modern bibliographic and computer center. The reading room reopened Jan. 19 and will serve as an interim catalog room.

Plans call for replacing the 8,000-drawer catalog with the 800-volume Dictionary Catalog of the Research Libraries of the New York Public Library, 1911 – 1971, and providing 50 public terminals to access materials

cataloged after 1971. The online portion of the catalog—called CATNYP—was developed by Carlyle Systems, Inc., Berkeley, Calif

The project will also restore the Beaux Arts Period features of the catalog room by providing for cleaning and repair of bronze chandeliers and gallery railings, reading lamps, and oak reading tables; restoration of the marble and tile floor and six arched windows; and creation of a new ceiling mural.

The Kresge Foundation and the Pew Memorial Trust each contributed \$800,000 for the project, and the Horace W. Goldsmith Foundation, \$150,000. Other gifts have brought the amount raised to \$2.2 million of a projected \$3.6 million total. Efforts are underway to raise the remaining funds by June.

- The Springfield (Mass.) Library Museum Association was awarded a \$962,000 NEH challenge grant for reconstruction of the historic Quadrangle, which includes the city library.
- Oberlin College in Oberlin, Ohio, received \$970,000 to create five endowments, including one for library acquisitions in the humanities. Oberlin Librarian William Moffet said that when the challenge is met some \$600,000 will go to the library endowment.
- Hill Monastic Manuscript Library at St. John's University, Collegeville, Minn., received a \$400,000 NEH grant to endow the microfilming of pre-1600 handwritten manuscripts in Europe.
- The Athenaeum of Philadelphia was awarded \$300,000 to endow the positions of circulation librarian, bibliographer, and curator of architecture.
- The University of Tulsa Library received \$162,500 to establish an endowment for humanities acquisitions and conduct a literary symposium.
- Other library grants went to Texas Lutheran College in Sequin; the Lake County Public Library in Merrillville, Ind.; the

Goodnow Library of Sudbury, Mass.; the Missouri Botanical Gardens Library in St. Louis; the University of Virginia Law Library; and the Spartanburg (S.C.) County Public Library.

#### Next application deadline May 1

The NEH Office of Challenge Grants invites libraries and other adult nonprofit institutions to apply for grants to improve the quality of work within the humanities. Previous recipients may apply for a second award if the first grant was completed before May 1, 1983. The annual deadline for challenge grant applications is May 1.

This year NEH is particularly interested in projects relating to the 500th anniversary of Christopher Columbus's voyage of discovery to be observed in 1992. Examples of challenge grants used to develop long-term support for library needs in areas related to the Columbian Quincentenary include the development of acquisition funds for books or other collections related to the discovery period, to studies of the Americas, or to ethnocultural fields.

(Cont. next page.)

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#### NEH library program in business

The Humanities Projects in Libraries Program has been reinstated as a discrete unit within the National Endowment for the Humanities Division of General Programs, Program Officer Thomas Phelps reported in December. Phelps credits the October American Libraries article on the program as aiding its reinstatement.

Phelps advises that the 1985 deadlines for submitting proposals are March 8 and September 6. Projects may begin as early as next September and cover one or two years. Information and new guidelines are available from Humanities Projects in Libraries, Division of General Programs, National Endowment for the Humanities, Room 420, 1100 Pennsylvania Ave., N. W., Washington, DC 20506. Or telephone Phelps at 202-786-0271.

A new issue of guidelines and instructions can be obtained by writing Challenge Grant Guidelines, Room 409, Public Affairs Office, National Endowment for the Humanities, 1100 Pennsylvania Ave., N.W., Washington, DC 20506 (202-786-0361).

#### Library rate to rise again

A general postal rate increase taking effect Feb. 17 will result in an average 15.2-percent increase in the fourth class library rate. The new rate will be 40¢ for the first pound (up from 35¢), 14¢ for each additional pound through 7 lbs. (up from 12¢), and 8¢ for each additional pound over 7 lbs. (up from 7¢).

The library rate is now in step 14 of a 16-step phased rate schedule that will eventually result in a final rate reflecting the full attributable costs of mailing. At the end of the process, sometime in 1986, the library rate will be 50¢ for the first pound, 17¢ for each additional pound through 7 lbs., and 9¢ for each pound after that.

In another change, effective Nov. 25, 1984, books of at least eight printed pages may be mailed at the library rate; previously books had to be 24 pages or more to qualify for the rate. Also effective Nov. 24, computer-readable media may be mailed at the fourth class book rate; the U.S. Postal Rate Commission declined a proposal to make software eligible for the library rate.

#### Classics advocate to head U.S. Dept. of Education

On Jan. 10 President Reagan announced he would nominate William J. Bennett, chair of the National Endowment for the Humanities, as Secretary of Education to replace Terrel Bell. The announcement eased some tension and uncertainty over the future of the

department that arose when Bell announced his resignation in November.

As chair of the humanities endowment since 1981, the 41-year-old Bennett has emphasized the enduring values to be found in traditional humanities studies. His staunch advocacy of the classics has aroused some historians to accuse the endowment of discriminating against ethnic, black, and women's studies.

Bennett's interest in the classics might be a real plus for children's and school librarians, ALA Washington Office Director Eileen Cooke commented. "Librarians have been lamenting of late that they are unable to get children's books and classics because they go out of print due to storage costs and deteriorating paper," Cooke said.

Brooklyn-born Bennett, who describes himself as a neoconservative Democrat, earned a BA at Williams College, a doctorate at the University of Texas at Austin, and a law degree at Harvard. Before moving to Washington, D.C., as NEH chair, he headed the National Humanities Center in North Carolina and served as assistant to the president of Boston University.

#### Children's book awards announced at Midwinter

The 1985 Newbery Medal for the most distinguished contribution to American children's literature has been awarded to Robin McKinley, author of *The Hero and the Crown* (Greenwillow). Illustrator Trina Schart Hyman won the 1985 Caldecott Medal for the most distinguished American children's picture book for *Saint George and the Dragon* (Little, Brown). The awards were announced by the Association for Library Service to Children at ALA Midwinter.

The 1985 Coretta Scott King Award, given by the Social Responsibilities Round Table to commemorate the life and works of Martin Luther King, Jr., went to Walter Dean Myers, author of Motown and Didi (Viking).

#### Gunman kills staff member at Cleveland Public

No new security precautions are planned in the wake of a shooting at the Cleveland Public Library that left a staff member dead and two others wounded. The incident occurred at the Main Library at lunchtime Dec. 19 when an estimated 100 to 200 patrons and 100 employees were in the building.

Kent Allen Malcolm, 44, a drifter and exconvict, opened fire on the library's main floor after yelling that he was "tired of being rejected by women." His shots hit clerk-typists Kathleen J. Bowman, 22, and Judith Scott, 32, and patron Lilaya-Dasa Vrndavan, 32. Bowman died after being taken to a hospital. The other victims were recovering at home as AL went to press.

Malcolm was arrested almost immediately by an off-duty police officer who was working at a nearby construction site. Police said Malcolm, who had been imprisoned in California for arson and assault with a deadly weapon and treated for suspected mental illness, had bought the .32-caliber revolver that morning with money he had received from county welfare since arriving in Cleveland in November.

Director Ervin J. Gaines told AL that the library planned no changes in its security procedures as a result of the incident. The library's director of security, Stanley Deka, said that eight guards were on duty at the time of the shooting, adding that guards can do nothing to deter such attackers "until they act—and then it's too late."

In March 1983 a security guard at Cleveland Public's main building was shot by an intruder early one morning before the library was open (AL, April 1983, p. 174).

## Going home: IFLA African librarians international seminar

#### A personal account by Malikah Dada

The following report supplements American Libraries' Nov. 1984 coverage of the 50th Annual Conference, International Federation of Library Associations and Institutions (p. 689-91). It has been edited for length. Malikah Dada is library media specialist at Nichols School, Mount Vernon, N.Y.

This past summer, I was among some 35 African-American librarians who experienced an unforgettable "safari" ("journey" in Kiswahili) to Africa. The experience was a spiritual awakening and cultural enlightenment for us.

We had been selected to participate as librarians and present papers at an IFLA preconference seminar August 13-17. This was the first International African Librarians' Seminar cosponsored by Africans under the Kenya Library Association (KLA), Africans in the Western Hemisphere under the Black Caucus of the American Library Association, and the Afro-Caribbean Library Association. This most successful seminar, conceived by J.S. Musisi, chair of the KLA, and ALA President E.J. Josey, took place in Nairobi, Kenya, at the new Kenyatta International Conference Center.

Upon arrival, we were met at the airport and received natural names from our brothers and sisters who have been able to retain their African family names while in chains, as we, on this side of the Atlantic, were enchained and stripped of our names and cultural heritage.

One of the primary reasons for this preconference was to bridge-the-gap between African librarians "at home and abroad," in the spirit of Marcus Mosiah Garvey. The racial

#### IMAGE: How they're seeing us

Last summer librarian Janet Cowen alerted Margaret Myers, director of ALA's Office for Library Personnel Resources, to a portrayal of a librarian presented in the music video, "I Heard It Through the Grapevine." Columbia Pictures commissioned the video to promote its film and soundtrack album, The Big Chill. All three were released in September 1983.

Bill Burton, Columbia's field director in Chicago, reports that the video continues to be shown all over the country to customers of MTV, video nightclubs, bars, and restaurants. Producer/director David Hahn\* created the video, which was shot at the Columbia University Philosophy Library.

In the opening scene, a student resembling John Travolta strolls up to the librar-



\*Creator Hahn of Otter Productions has directed such prize-winning works on dance as *Silent Dancing*, a half-hour TV film about the Joffrey Ballet's special classes for young deaf dancers.



ian. He is holding *The Big Chill* record album. The librarian is the tightly-buttoned stereotype who wears glasses on a chain around her neck, her hair in a bun, and practical shoes. (The shoes win a close-up in one shot.) She glowers at the cool patron and says in a prim voice, "Young man, this is a library. It's for *serious* study."

Before long, however, the student has the whole library population jumping to the beat of the Marvin Gaye song. The student himself leaps onto the table to execute a flashy routine. This so infuriates the librarian she rushes to the window separating her station from the listening room and shouts, "Sit down!" He slides off the table on his knees and plunges headlong into the window. The librarian screams.

Librarians may give four stars to this video for its upbeat music and dancing. Few, however, will be entertained by its use of a hackneyed stereotype to advance the storyline.

pride and Pan-African Internationalism he stood for is what we established through our educational and cultural exchange.

A lively and enlightening discussion followed each topic presentation. Special committees prepared resolutions outlining areas of cooperation between librarians in Africa and North America.

At a special awards evening with traditional dancing, drumming, and food, presentations went to Joseph, Musisi, and Marva de Loach, Milner Library, Illinois State University.

Extensive media coverage of the event included an article on Josey in *The Kenya Times*, a daily local.

Some of us went on safari, where we could see Masai herdsmen along the way; others went down to the city of Mombasa on the coast, where the country is still beautiful and life is at a much slower pace than in Kenya.

Among other activities were library tours, receptions, dinners, and home visits.

We plan to assess our work during the preconference sessions and evaluate our progress on the resolutions between now and August 1985, when IFLA meets in Chicago.

#### **News updates**

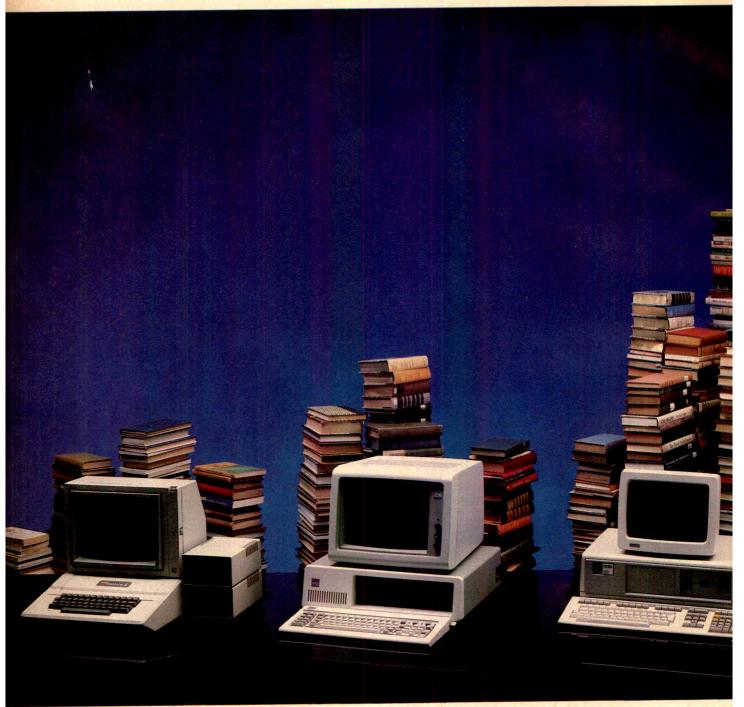
Cataloger to continue fight. Four years ago University of Minnesota cataloger Linda DeBeau-Melting filed a sex discrimination suit against the university for denying her tenure (AL, June, 1984 p. 361). In December Federal District Court Magistrate Patrick McNulty overruled a special master's decision in her favor.

McNulty said that DeBeau-Melting "failed to establish that 'but for' her sex she would have been granted tenure.'' He added: "A court cannot sit as a super tenure committee . . . [It] must steer a careful course between excessive intervention in academic affairs, or meddling in academic judgmental decisions, and a permissive unwarranted tolerance of decisions based on unlawful conclusions."

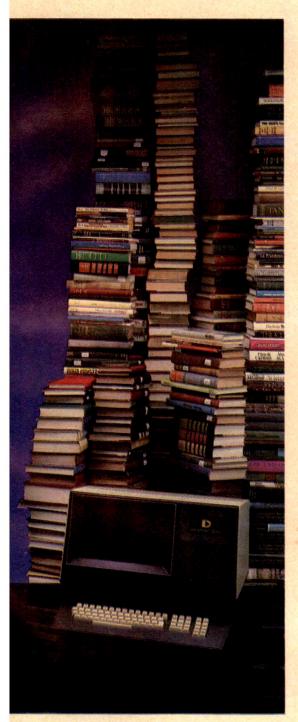
DeBeau-Melting told AL her lawyer would appeal to the Eighth Circuit Court of Appeals in January. In November, she said, the library's director of Central Technical Services appointed her division head for monographic/original cataloging, a position that

(Continued on p. 82.)

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carries a stipend to her faculty salary with it.
"I'm pleased with the appointment," she said, noting that it will take her beyond the June date her appointment as assistant professor was to terminate.

MLS vs. store clerk. The simmering dispute over the appointment of clothing store clerk and library board member Robert Campbell as East Grand Forks (Minn.) library director (AL, Jan., p. 11) hit page one of the Grand Forks (N.D.) Herald Jan. 11.

Headlined "EGF sued for \$156,000 over library director's job," the story reported that unsuccessful candidate Beth Lawton, MLS, had filed suit against the city for projected loss of income, mental anguish, and punitive damages.

Lawton, an ALA member, filed suit after learning that Minnesota Attorney General Hubert Humphrey III had advised the council that the library board should have used the Civil Service Commission in hiring a director. The library board asked the council to terminate the director's position and replace it with a temporary "library administrator" —Campbell—to permit preparation of a new job description. With the lawsuit pending, the city attorney advised the council not to discuss the library in public.

The community continued to debate the case. Campbell himself was taking his first library course, "Classifying and Cataloging for Media Collections," at the University of North Dakota/Grand Forks.

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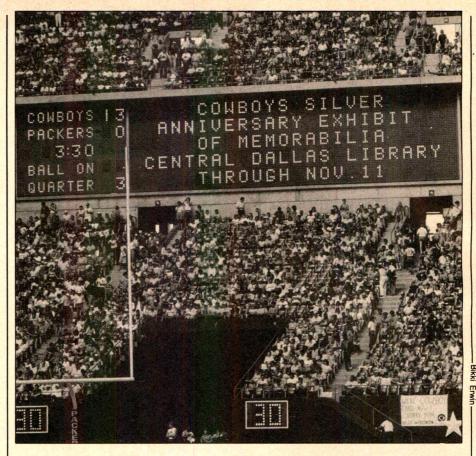
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#### Cowboys bring football fans to the Dallas Public Library

The Texas Stadium lit up its scoreboard for the Dallas Public Library exhibit, "Our Team: The Silver Years of the Dallas Cowboys" last fall. The seven-week show attracted a record 11,535 patrons. Cowboy President and General Manager Texas Schramm toured the exhibit with DPL Director Patrick O'Brien on opening day, Sept. 22. Mayor Stark Taylor presided over the ceremonies.

The exhibit featured the first public showing

of the two Super Bowl trophies and five of the diamond rings won by team members. A game ball from the Tony Dorsett collection, one of Coach Landry's hats, and team uniforms were also displayed. Highlight films from the team's 25 years were screened nearby.

Exhibits Manager Paula Barber and Jonathan Held, a Fine Arts Division librarian, produced the show.

#### ALA and Harvard cite U.S. censorship moves

In April 1981 President Reagan imposed a moratorium on new government publications, the first step in what has become a continuing pattern of restrictions on the free flow of information. The ALA Washington Office began compiling a chronology of the actions and has distributed four editions of the chronology with the Washington Newsletter and the semiannual Legislative Report.

At the end of 1984, the Washington Office staff compiled the earlier issues and brought the work up to date in the new publication Less Access to Less Information by and about the U.S. Government. A 1981 – 84 Chronology: April 1981 – December 1984. The 18-page pamphlet is \$1 with a mailing label from ALA Washington

Office, 110 Maryland Ave., N.E., Washington, DC 20002. Multiple orders from 25 – 50 copies rate a 10-percent discount; 51 – 250, a 20-percent discount.

Among the December 1984 entries is a reference to the Harvard University report Federal Restrictions on the Free Flow of Academic Information and Ideas, prepared by Harvard Vice President John Shattuck at the request of President Derek C. Bok. The report asserts that federal agencies have recently expanded efforts to review research before it is published, censor technical papers at scientific meetings, and deny visas to foreign scholars.

The full text of the Harvard report is published in the Jan. 19 Chronicle of Higher Education beginning on p. 13.

#### news in brief

Hamlet to ring down Folger curtain.

To keep the Folger Shakespeare Library in Washington, D.C., a leading center of scholarship, the trustees of Amherst College voted Jan. 12 to end its resident productions at the Folger Theater at the end of the current season in June. For 15 years the library has produced plays in its reduced-sized version of an Elizabethan public theater thought to resemble the Mermaid Theater.

The Folger Library was built 52 years ago on Capitol Hill through gifts from Henry Clay Folger, chair of the Standard Oil Co. of New York, and his wife, Emily. The Folger will specifies the library be administered by Amherst College. Folger stacks now hold 79 first folios of Shakespeare, the largest collection in the world, and the library's holdings attract scholars from every continent.

Library director Werner Gundersheimer attributes the theater closing to its mounting financial losses that had to be made up from the library endowment. Gundersheimer placed the annual losses at \$200,000, but Artistic Director John Neville-Andrews said that he had reduced the 1981 – 82 season loss to \$40,000. The theater holds only 254 people, and its authentic costumes and sets are costly. The current season, and all dramatic productions, will end with Hamlet.

#### British Library and RLG to cooperate.

The first product of an agreement between the Research Libraries Group and the British Library to pursue cooperative programs is a leased telecommunications line between the two. The line, scheduled to be installed in the spring, will be used to unify the U.S. and U.K. versions of the Eighteenth-Century Short Title Catalogue on RLG's RLIN bibliographic record system.

The two organizations signed a memorandum of understanding in London in late November that signals coordinated preservation activities, exchange of records and files between their respective databases, and exploration of direct electronic communication for interlibrary loan.

According to RLG, both organizations intend that the telecommunications line develop into system-to-system connection. Kenneth Cooper, ch'ef executive of the British Library, said "We . . . are delighted that the link we're establishing will give us early access into the Linked Systems Project environment established by RLG, the Library of Congress, and the Washington Library Network in the U.S."

#### QUICK BIBS: New and recent books on a timely topic Bill Ott, compiler

#### ARMS CONTROL

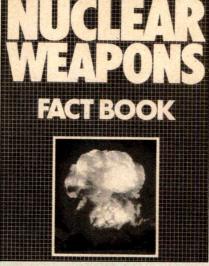
With the United States and the Soviet Union again preparing for arms control negotiations, it is important that libraries be able to provide their patrons with the background necessary to follow the talks intelligently. The list of books below is a place to begin; it attempts to present all sides of the nuclear war issue—though few writers would profess to being against peace. We should remember, however, that today's nuclear stalemate might have been avoided if, over the last 30 years, the attitudes of so many important people toward the Bomb had not been reflected in Stanley Kubrick's landmark film, Dr. Strangelove. Who can forget General Buck Turgidson, as played by George C. Scott, dismissing the risk of nuclear attack with the comforting words, "The most we can lose is 4 to 5 million tops." We can only hope that Buck's descendants have read the books on this list.

Bova, Ben. Assured Survival: Putting the Star Wars Defense in Perspective. Houghton, 1984, \$15.95. (0-395-36405-1, 84-10491)

Science-fiction writer Bova believes spacebased antimissile defenses offer a legitimate deterrent to nuclear war. His book explains how the Star Wars plan would work and addresses the objections raised by its critics.

Caldicott, Helen. Missile Envy: The Arms Race and Nuclear War. Morrow, 1984, \$15.95. (0-688-01954-4)

Dr. Caldicott, one of the most widely known advocates of nuclear disarmament, argues here that the arms race is above all a medical danger. "Rapid nuclear disarmament," she concludes, "is the ultimate issue of preventive medicine.'



Campbell's well-illustrated compendium candidly discusses the nuclear weapon arsenals of the United States and the Soviet Union.

Campbell, Christopher. Nuclear Weapons Fact Book. Presidio, 1984, \$18.95. (0-89141-20805, 84-1977)

Dealing only with facts and eschewing politics, Campbell analyzes the nuclear capabilities of the U.S. and the USSR. The text is nicely complemented by line drawings and photographs that illustrate such complex matters as how tactical weapons are used at

The Fallacy of Star Wars. Ed. by John Tirman. Random/Vintage, 1984, paper, \$4.95. (0-394-72894-7, 84-13129)

With contributions from Carl Sagan, Hans Bethe, and other noted scientists, this collection attacks the Star Wars plan as being a Reagan "political fantasy." The essays present their point-of-view straightforwardly, with a minimum of unwieldy rhetoric.

Future War: Armed Conflict in the Next Decade. Ed. by Frank Barnaby. Facts on File, 1984, \$16.95. (0-87196-892-4)

These essays examine the likelihood of future war and posit scenarios in which the worst could happen. In presenting the state of the art in warmaking, the book makes its own subtle plea for peace.

Hecht, Jeff. Beam Weapons: The Next Arms Race. Plenum, 1984, \$17.95. (0-306-4156-1, 83-24713)

Beam weapons—lasers, microwaves, etc. are beginning to catch the fancy of military planners in both the Pentagon and the Kremlin. This guide to the latest in lethal gadgetry warns that now is the time to avoid a laser race in the coming decade.

Talbot, Strobe. Deadly Gambits: The Reagan Administration and the Stalemate in Nuclear Arms Control. Knopf, 1984, \$17.95. (0-394-53637-1, 84-13129)

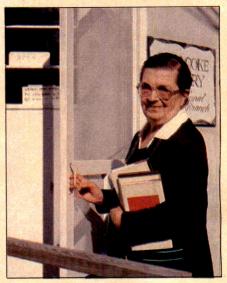
Time correspondent Talbot's study is critical of the Reagan administration's willingness to discuss arms control while simultaneously building our weapons arsenal. The book eloquently exposes the folly of treating arms control as a political issue.

Tsipis, Kosta. Arsenal: Understanding Weapons in a Nuclear Age: What They Are and How They Work. Simon & Schuster, 1984, \$16.95. (0-671-44073-X, 83-13530)

Tsipis gives us the technical side of nuclear weapons: how nukes are constructed, how they operate, and how they are intended to be used. It's all set down in very nonjudgmental language ("kill probability equation"), which only intensifies our horror.

Bill Ott, who writes this column freelance for American Libraries, is books-for-adults editor of ALA's Booklist magazine.

"A lot of Ocracoke residents are retirees—people who want to get out of the fast lane," reports Susan Smith of the island library's patrons.



Library technician Margueritte Boos operates the little library six hours a week. She is busiest during the tourist season.

#### Library consciousness far from the fast lane

The diminutive Ocracoke Library (above) and the backwoods Gilpin County Library (below) could win a prize for their remote locations. The Ocracoke Library is on Ocracoke Island, which can be reached only by ferrying two hours from the North Carolina mainland. The island is part of the Cape Hatteras National Seashore. Gilpin County Library is nestled in the heart of Colorado gold-rush country about 10 miles from Central City.

The eight-by-twelve-foot Okracoke building was reconstructed in 1976 from a rusted-out bookmobile that still had a solid interior. The library holds about 500 books and a paperback "trading post," where old titles may be exchanged for yet unread ones. A member of the Beaufort-Hyde-Martin Regional Library System, the branch is popular among the island's 500 permanent residents, whose main sources of income are commercial fishing and tourism.

According to the system's adult services librarian Susan Smith, "Its isolation has helped Okracoke to retain much of its charm.

500 books and a "where old titles et unread ones. A Hyde-Martin Reperentation is popular ermanent residents, come are commer-."

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Each spring our staff members load the library station wagon as full as possible with books that haven't circulated on Ocracoke before—mostly fiction—and spend two days changing the collection." Through the regional system and the InWats line to the state library, Ocracoke Library patrons enjoy full access to library materials anywhere in North Carolina.

In 1978 Gilpin County officials purchased a Colorado backwoods cabin from a woman who resided there and made it into a library. Till now, library service has been almost nonexistent; the collection consists mainly of donated items.

This year the library's budget came to \$13,000, including rent, utilities, and salaries—i.e., a library clerk receives \$4 per hour. "This is the first year we've had a book budget: it's \$800," Library Board President Barbara Schoffner said.

Part of the Central Colorado Library System in Wheat Ridge, the library serves about 3,000 people. "The Central City voters want library service now and just approved a 1½-mill levy to support it," said Gordon Barhydt, CCLS director. The tax will generate an additional \$30,000 in operating funds. Barhydt's staff designed the flyers and publicity for the successful mill-levy campaign.



#### Checking out prom gowns

Young women in Spartanburg, S.C., no longer have to spend \$100 to \$150 on their prom gowns. They can check them out at the Broome High School media center.

DOLL, or Dresses on Loan from the Library, evolved from the donation of a wedding dress seven years ago. Librarian Mary Ann Munn said that it had been borrowed about four times over the years. Anticipating the junior-senior prom coming up last May, Munn's interest in lending gowns to students increased. She was concerned that many might lack the funds to



Librarian Munn's greatest need for the DOLL program is a full-length mirror and a new clothes rack.

purchase new dresses.

She asked for help from teachers, parents, friends, and students. Last spring Munn acquired 24 dresses, which she hung on a clothes rack in the library. An equipment storage area served as the dressing room.

Through donations from such members of the community as a bridal buyer for a local department store, Munn has accumulated a handsome core collection of 50 dresses.

The center serves the reading and media needs of District 3 adults as well as school children, since no public libraries exist in this rural area. Munn reported that parents as well as many other women in the community are thrilled with the service; from 15 to 20 people borrowed dresses over the holidays.



#### "Women of Courage" tour starts at New York Public

Christia Adair (above), whose life-long struggle to increase the voice of minorities began in Houston 60 years ago, is among black women portrayed in "Women of Courage." The exhibit of 55 color photographs by Judith Sedwick opened at the New York Public Library Central Research Library Dec. 7 and continues until Feb. 28; a smaller number of portraits are on view at the Schomburg Center for Research in Black Culture during the same period. Some subjects are represented in black-and-white photos by other photographers.

The showing is cosponsored by the Schlesinger Library at Radcliffe College. In 1976 it launched the Black Women Oral History Project to document the lives of a selected group of black women who were leaders in their communities or professions

These participants are the subjects of Sedwick's photos; excerpts from some oral history transcripts are also on display. Two librarians are among Sedwick's subjects: Virginia Lacy Jones and Miriam Matthews.

From 1976 to 1981, project workers interviewed 72 black women ranging in age from 49 to 99. Sedwick read of the project and in 1981 called Hill and volunteered to photograph some of the interviewees.

In March the exhibit moves to Boston Public Library as part of a national tour.

Sedwick's photos will become part of the Schlesinger Library archives at the conclusion of the exhibit. Copies of a 64-page, full-color catalog are available for purchase. Send a check for \$6.95 (payable to Radcliffe College) to the Schlesinger Library, 10 Garden Street, Cambridge, MA 02138.



#### Librarians aid bookbuyers in gift-giving

Children's librarians volunteered their time in bookstores at five Milwaukee shopping centers, where they helped adults and children select books and answered questions for holiday gift-giving during December.

To draw attention to the event, Cat-in-the-Hat and other cat characters (above) paraded through the malls carrying signs.

The Southwestern Wisconsin Children's Librarians Association and Milwaukee booksellers joined forces to create the event.

ames Schnep

#### reader forum

ETTERS AND BRIEF COMMENT FROM OUR READERS

#### Evaluating the evaluators

THE ARTICLE ON THE UNTIMELY death of Bradford Chambers and the publicity he and the Council On Interracial Books For Children have given to the evaluation of children's books (Nov., p. 680-81) has sent me back to my files on book evaluation.

The Council is one of several groups that have contributed to the "sensitizing" of teachers and librarians. Four major influences began in the 1940s. Charlemae Rollins, a children's librarian at the Chicago Public Library, was a prime mover. The foreword of the 1967 third edition of We Build Together stated, "In an important sense, the vast changes that have occurred in the role of the Negro in literature for children and youth [since 1941] are the direct result of the commitment of many teachers, librarians, and writers, among whose leaders Charlemae Rollins is without peer."

The Philadelphia Early Childhood Project was begun in 1945 to study how children develop prejudices and how they can be helped to overcome them. Then the American Council on Education was responsible for the development of Reading Ladders for Human Relations in 1947 and for Literature for Human Understanding in 1948, both under the guidance of Hilda Taber. And in 1946 Augusta Baker of the New York Public Library began her "Books About Negro Life for Children."

Surely, we have rich foundations on which to build.

HELEN R. SATTLEY, ALA member, Southbury, Conn.

#### Deacid remarks

YOUR INTERVIEW, "CAN BILL Welsh Conquer Time and Space for Libraries," (Dec., p. 765 – 69) impressed me very much. Our profession needs more energetic, service-oriented high achievers such as Bill.

In regard to the discussion of preservation processes in the interview: the first person to report that the Wei T'o® Nonaqueous Book (Mass) Deacidification System is simpler and cheaper than the Library of Congress Diethyl Zinc Mass Deacidification System was Joel Schwarz, a professional science journalist, in "Creative Bookkeeping," American Way, March 1983, p. 58 – 60. Mr. Schwarz's conclusion was based on the information found in "Mass Deacidification: The Wei T'o Way," College and Research Libraries News, December 1984, p. 588 – 93 and in Joyce Banks' "Mass Deacidification at the National Library of Canada,"

Conservation Administration News, January 1985.

Many ALA members did send letters to their Congressmen supporting my request (denied) for an opportunity to tell the House Subcommittee on Public Buildings and Grounds about the advantages of the Wei T'o® system, including the fact that a special preselection process is not required. If it was required, neither the National Library of Canada nor the Public Archives of Canada would have selected the Wei T'o® system and be highly satisfied with their results after four years of operation.

Finally, I would like to point out the cost of treating a single book in either the Library of Congress or the Wei T'o® system is essentially the same if equipment, building, and capital costs are excluded. However, when these costs are included, as they should be, there is a difference in treatment costs of many dollars per book in favor of the Wei T'o® system.

RICHARD D. SMITH, ALA member, president, Wei T'o Associates, Inc., Matteson, Ill.

#### Consider the alternatives

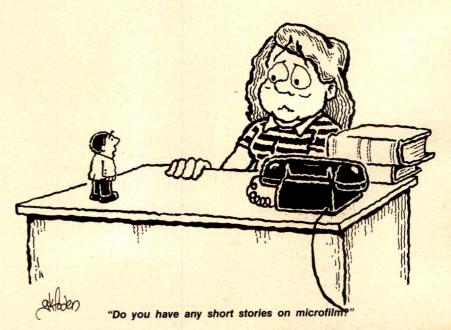
MOST LIBRARIANS ARE AT LEAST casually acquainted with media criticism. But do we ever stop to consider that our collections suffer from the flaws and limitations of the commercial media? And that when we build collections from only the most well-established, well-credentialed,

and supposedly objective publishers, we intensify those limitations and restrict our collections, our clientele, and the services we are able to provide. We seem to have bought the myth of media objectivity and think that we can build collections that are neutral, objective, and apolitical by only buying from the more "legitimate" presses. Just the facts, plus a few epic poems.

It is time we realized that our collections—no matter how authoritative, scholarly, well-developed, and internally balanced—are politically polarized. Every item in our collections comes from a certain tradition, comes with certain assumptions, and is a political hot potato. If we continue to ignore entire publishing genres such as the alternative press, our collections will remain hopelessly skewed.

Most of us do not even know the magnitude and facets of alternative press publishing. These publications are ignored in the review media, by jobbers, and by bibliographers. As I work with the alternative press, especially as I collect articles for Temple University Press' Alternative Press Annual, I find that reading various perspectives gives an issue more depth than I can find in the commercial media. I also often find information which is available first or only, or is of better quality, in the alternative press. For instance, try to answer the following reference questions without using alternative press publications:

Q. Who was the woman who ran for president in 1984? A. No, not vice-president. President. Sonia Johnson ran on the Citizen's Party ticket in 1984. She was big



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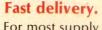
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#### Reader Forum

news when she was excommunicated from the Mormon Church, but not as a presidential candidate; yet she was the first third-party candidate in history to receive federal matching funds—well over \$150,000. She also sued the federal government for the right to participate in the presidential debates, saying that to deny her access to the debates was to deny her the right to run. She held numerous rallies, speeches, and press conferences, but the commercial press seldom came and never took her seriously. The best coverage was found in the feminist press, especially in Sojourner from Boston.

Q. Why are students being denied financial aid at Deganawidah-Quetzalcoatl University?

Q. How do you facilitate a meeting?

Q. How do you run a business cooperatively?

Q. What is channeling?

Q. What are the basics of a macrobiotic diet?

Without the alternative press our collections cannot reflect the diversity of the world around us. Why do we continue to ignore them?

PATRICIA J. CASE, ALA member, SourceNet, Santa Barbara, Calif.

#### Karate conflict clarified

AT THE RISK OF ANTAGONIZING A "once-hot-tempered librarian" with a fifthdegree black belt in karate, I must confess that I was dismayed by the contents of the article "Black-Belt Children's Programmer" (Nov., p. 749-50). Although probably no one would object to Mr. Stockey's manhandling of a stereotype or two-especially some that are detrimental to our profession—I would be inclined to view his demonstration of karate exercises to children in his branch public library and his ownership of the Chesapeake Body Image (a profit-making enterprise?) as a true conflict of interest. American Libraries, by its coverage of Mr. Stockey's endeavors, has also provided him with a good deal of free publicity, both for his library and for his business. I have little doubt about what the director of my library would say if I operated a local bookselling operation at the same time I continued to fulfill my duties as an acquisitions librarian.

FLOYD M. ZULA, ALA member, Tulane University Libraries, New Orleans, La.

Bill Stockey replies:

If I did own the Chesapeake Body Image I would agree with Mr. Zula's claim of a conflict of interest. I rent space from the owner and charge just enough to cover the rent. My purpose in teaching karate-do is not a monetary one.

One of the reasons I give demonstrations is to try and shed some light upon a grossly

misunderstood art. Children as well as adults perceive karate-do as nothing more than kicks and punches when in reality it is a form of discipline and hard work. At no time in my demonstrations do I mention that I have a class or make any recommendations about other instructors or other martial arts.

#### Welsh's well-wisher

CONGRATULATIONS ON YOUR profile of Bill Welsh (Dec., p. 765 – 69). He richly deserves the attention, for he has distinguished himself as one of the profession's most able leaders in this turbulent and exciting period in our history. Another special quality of Bill Welsh is that no matter how much his influence grew, his hat size remained the same. I doubt if the measure of his contributions will be fully appreciated for years to come.

RICHARD M. DOUGHERTY, ALA member, University of Michigan Library, Ann Arbor

#### Rebutting Reagan

SORRY, MR. HERRING (Dec., p. 824), but Reagan is not right. Granted, today's schools don't turn out hordes of scholars. But then, neither did the schools of the President's youth. How much does Mr. Reagan know about Plato? Or simple economics? Or our own Constitution? If he had had better teachers and libraries in his day, he might be better informed today.

JOHN H. WILDE, Erskine College, Due West, S.C.

#### Directional signage needed

SOMEONE WHO KNOWS WHERE Reagan actually went to school should check to see whether or not these places did have libraries. It wouldn't surprise me in the least if they did; he just probably never found them.

JOAN MOYLAN, Newton, N.J.

#### Please pass the word

I WOULD LIKE TO COMMEND YOU on the "Page One: Please Pass The Cream Substitute" article on library funding (Dec., p. 757). I hope it will get wider exposure than in library literature. I think it belongs in Woman's Day and The Reader's Digest. I believe The Bowie Blade News and other local newspapers would print it if you would give them permission to do so. Let's get the

message to the right audience.

ALICE R. NELSEN, ALA member, Bowie (Md.) Senior High School

#### The typo gremlins strike again

THE "COMPLETE LIBRARIAN" strikes again! Or is American Libraries to blame this time? The "Library Life" feature (Jan., p. 53) on Corrine Frisch's creative poster for Lincoln Library's annual report states that she "covered" the errors in the poster by adding, "There are two typos is [sic] this picture." By my count, that would add up to three. But maybe the typo gremlins in this instance attacked Chicago instead of Springfield?

EUNICE M. FISHER, ALA member, Rockford, (Ill.) Public Library

You're right—the gremlins sabotaged AL as well as the Lincoln Library. We'll watch out for them is the future—Ed.

#### Censorship battle no piece of cake

THE CALIFORNIA LIBRARY ASSOCIation looked foolish to me when it appeared to take a stand yet fell all over itself backing down when the going got a little rough, (Jan., p. 5-7). Once again, it would appear that librarians want to "have their cake and eat it too."

Either we, as a profession, must finally take a stand against *all* censorship and for freedom of speech, however obnoxious or repulsive the views, or we will become stuck in a quagmire of hypocrisy. It might be useful if more librarians studied some of the statements made when *Huckleberry Finn* was banned. Foolishness and stupidity will be eliminated by exposure, not by creating media events.

ERIC C. WELCH, ALA member, Highland Community College, Freeport, Ill.

#### "Intellectual terrorism" proven

JUST TWO OBSERVATIONS REgarding Susan Kamm's article on the California Library Association conference (Jan., p. 5-7): 1) Beware of those who cannot afford to let the opposite side be heard, and 2) Mr. McCalden proved his point very well; there really appears to be "severe censorship and intellectual terrorism which inhibits any objective, open discussion of this controversial subject" (i.e.—whether the Nazi Holocaust ever occurred).

LOUISE LEONARD, ALA member, University of Florida Libraries, Gainesville

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#### \_\_\_action exchange=

#### Reference librarians endorse telephone answering machines.

Q. What library is using a telephone-answering machine on the reference phone line during busy hours to record questions and allow the librarian to return the call with the requested information? What are your experiences?

Eric Rhee, Information Services Librarian, Chula Vista

Public Library, 365 F. St., Chula Vista, CA 92010. (AL, Nov.,

p. 732).

A. The Reference Department at the University of Nebraska McGoogan Library of Medicine installed a telephone answering machine in January 1984 to intercept incoming reference calls when personal assistance is not available. The device has a programmable feature which asks callers the necessary questions to serve them efficiently and quickly and has even been programmed to allow users to leave a computer search request. Callers don't have to worry about the length of their message because the machine records as long as they are speaking. This voice-activated feature makes the resource seem less mechanical.

Verbal responses to the machine have been very favorable and we have found it a worthwhile contribution to the department. Marie Reidelbach, Head, Reference Department, McGoogan Library of Medicine, University of Nebraska Medical Center, 42nd and Dewey Ave., Omaha, NE 68105.

A. Our library is one service of the Rhode Island Medical Society, which has a minimal staff. I'm the only librarian, responsible for all library operations, and our 50,000-volume collection is housed on three floors. Recently we added a telephone-answering machine to the library phone to record messages while I'm in the stack area or at lunch or meetings. My colleagues agree it is a great idea. Marion N. Sabella, Librarian, Rhode Island Medical Society, 106 Francis St., Providence, RI 02903.

A. We've been using a Sony RS-30 answering machine to catch overflow information questions for more than a year with great success. Our unit is in the Public Services Department Office and has a remote control device allowing us to get to the patron during the recording.

#### Over to you

- 1. What libraries permit staff to use Walkman-type radios in office or public areas? What are your reasons pro and con? Has anyone studied staff use of personal stereos? (Mich.)
- 2. What small-to-medium-size public libraries have used staff evaluation of supervisors? Do any libraries ask professional staff to evaluate administrators? What forms are used? (Mich.)
- 3. What public libraries have developed a summer reading program evaluation that allows comparison with similar programs in other public libraries? (Ala.)
- 4. How do automated libraries circulating magazines handle chargeouts of individual issues? (Ore.)

#### New! \$10 for published replies

To recognize the efforts of Action Exchange respondents, AL will pay \$10 for each reply published. (ALA staff not eligible. Payment upon publication.)

Patrons have to wait four rings at the most. If we can't answer personally, they get a message and can leave their questions for us if they choose. Peggy Bredeson, Head, Public Services Dept., Beloit Public Library, 409 Pleasant St., Beloit, WI 53511.

Q. Where can we purchase a reverse Dymo wheel to make replacement cards for a Gaylord Model C charging machine? Robert E. Coumbe, Director, Gloucester County Library System Headquarters, 200 Holly Dell Dr., Sewell, NJ 08080 (AL, Sept., p. 560).

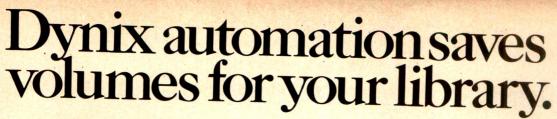
A. We were unable to purchase just the wheel but we special-ordered a Dymo 1011 Tapewriter from the Esselte Pendaflex Corp., POB 1568, Augusta, GA 30903. The 1011 is a heavy-duty tapewriter with both a regular and a reverse wheel. Marney Nordstrom, Director, Tecumseh Public Library, 215 N. Ottawa, Tecumseh, MI 49286.

A. We encourage customers to replace lost, stolen, or damaged Gaylord Book Charger ID cards with a new card from the library's inventory and cancel the old number. A replacement charge, usually 50 cents, is assessed the patron to help cover the costs, and can be printed on the cards. This procedure is cost-effective and protects both patron and library from unauthorized use of the cancelled card. Norman B. Vaughn, Product Manager, Gaylord Bros., Inc., POB 4901, Syracuse, NY 13221-4901.

Q. Does any other public library have service-level descriptions (hours, collections, staff, programming) for different sizes or types of branch libraries? We need help in developing goals for our main library; large, medium, and small branches; and a popular branch. We would gladly share our efforts. Polly Coe, Director, Santa Fe Regional Library, Hq. Gainesville Public Library, 222 E. University Ave., Gainesville, FL 32601 (AL, Nov., p. 732).

A. Anoka County Library has adopted an operational manual, including service levels, hours, etc., as a complement to our Long Range Capital Development Plan. The manual greatly influences annual budget allocations and eases some of the continuing operational decisions for our libraries. We'll send a copy of the 20-page plan in return for a self-addressed, 44-cent-stamped envelope. Jerry F. Young, Director, Anoka County Library, 1100 90th Ave. N.E., Blaine, MN 55434.

ACTION EXCHANGE welcomes your typed questions and answers. Respondents will receive \$10 for each reply published. Q's and A's become American Libraries property and may be edited. Write to Lois Pearson, ACTION EXCHANGE, 50 E. Huron St., Chicago, IL 60611.



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#### Comparable-worth adjustments: Yes

"To ask women who work as teachers, librarians, or secretaries to leave their jobs and find male jobs that pay more is a sexist premise."

#### by Sue Galloway

ex discrimination in employment is so pervasive that a wide range of approaches will be required to break its hold. Encouraging women to enter traditionally male jobs in order to integrate the occupations is a valuable long-term goal. However, as a significant first step we must acknowledge the value of traditionally female jobs.

A 1979 National Academy of Sciences report on job evaluation concluded that the mere fact of identifying a performance as done by a woman results in lower evaluation and compensation. Therefore, "predominantly female jobs are likely to be undervalued relative to predominantly male jobs in the same way that women are undervalued relative to men." Opponents of pay equity reflect this fundamental bias.

The disparity between male and female wages has deep historical roots. In the *Bible* the valuation for a male was 50 shekels of silver, for a female 30 shekels (Lev. 27:1-4). In the 1840s, the *Advocate* complained, "It is a fact universally admitted that the ordinary rate of wages for female labor is unjust and oppressive," and that "men have monopolized almost every field of labor . . . women are thus limited to a few employments, hence these are overstocked with laborers."

In the 1980s occupational segregation is still a serious problem. The Women's Bureau reported that of some 420 occupations listed in the 1950 census of occupations, women were concentrated in about 20, a proportion that has changed little in three decades.

#### Market forces not the answer

Those who argue that women should move out of traditionally female jobs assume that market forces will correct the pay scales. Although nurses have been in short supply for many years, the labor market has not responded with higher wages and better working conditions as it has for engineers, because different markets exist for male and female labor. Assuming parents, teachers, employers, government agencies and television fully supported all efforts toward job equality, the most optimistic advocates of this position must admit that it will take at least two generations to integrate the occupations.

Also, those who would shift women out of traditionally female jobs overlook the value of those jobs to society. To ask women who work as teachers, librarians, or secretaries to

leave their jobs and find male jobs that pay more is a sexist premise. Nurturing and service-oriented occupations are as essential to society as business, building trades, and other traditionally male activities.

In November 1984 Linda Chavez of the U.S. Civil Rights Commission stated that the idea of comparable worth "is very much against the grain of what the women's movement stood for, for 20 years." But the truth is that women's efforts to achieve pay equity in this decade are part of a much older struggle to pay women fair wages for their work.

In World War I and II the War Labor Board supported the principle of equal pay for women and performed job evaluations to establish fair wage rates for men and women in industry. Advocates of equal pay often used the phrase "equal remuneration for work of equal value."

In 1947 two identical bills were introduced in Congress to provide equal pay for women, but they were never passed. They defined as unfair the payment of wages to women at a rate less than that established for men: 1) for work of comparable character on jobs the performance of which requires comparable skills, and 2) for comparable quality and quantity of work on the same or similar operation.

Advocates argued that wage rates should be based on job content rather than on sex. Then as now business and government officials opposed pay equity as too expensive. In response Wayne Morse stressed that we cannot continue to specify certain classes of workers and say, "You have the obligation to subsidize the public by taking lower wages." The National Association of Manufacturers assured Congress that "the major part of the job of eliminating inequitable wage rates differentials based on sex has been accomplished and is going forward on a voluntary basis and without federal legislation."

#### The limits of "equal pay"

When the Equal Pay Act was finally passed in 1963, the concept of equal pay was reduced to the very narrowest terms: equal pay for equal work in the same job. Since that time women workers have entered the workforce in unprecedented numbers and renewed their demand for redress of all wage inequities. Thus, pay equity became a national issue in the 1980s. It is one of basic fairness. Businesses and government agencies throughout the country have acted to evaluate women's jobs and have taken steps to bring their pay scales up to those of men who do work at comparable levels of complexity, responsibility, and skill. However, far more effort will be required to achieve wage justice for women.

Sue Galloway, a member of the ALA Commission on Pay Equity, is a reference bibliographer for U.S. History and Women's Studies at the University of California/San Diego.

#### Comparable-worth adjustments: No

"There is no objective, scientific standard of fair pay. Everyone's wages cannot go up, and those who lose out will not sit idly by."

#### by June O'Neill

s a telephone operator worth more than a truck driver, a nurse worth more than a librarian, or an actuary worth more than a writer? Advocates of a comparable-worth policy for setting pay would answer these questions by means of evaluations of the job characteristics, conducted by employers without recourse to the wages paid by other firms (i.e., the market) for the same or similar work.

Thus a firm employing actuaries and writers would determine the wage of each job category by assessing the comparative skill, mental demands, accountability, and working conditions of each job. If the evaluation finds that the writer job is equal to the actuary job, then that firm would assign them the same wage, even if in most other firms writers earn less than actuaries.

This procedure, of course, differs radically from the prevailing method for determining pay, which is essentially based on market forces of supply and demand. Moreover, the wage structure resulting from comparable-worth evaluations would likely differ from the pattern of wages resulting from the market solution.

The questions are, would the results of comparable worth be more fair than the market, and could such a system of wage setting ever be practical to implement and efficient in its effects?

#### Would women gain?

The current movement for comparable worth has largely come from women's groups who believe that pay in predominantly female occupations would rise under the new system. This belief was no doubt encouraged by the results of the most well known evaluation of the worth of a wide array of jobs, conducted for the State of Washington in the early 1970s. This evaluation maintained that female jobs paid about 20 percent less than predominantly male jobs judged to have the same worth. Worth in this case was based on the judgments of a group of 13 politically appointed individuals, including representatives of women's associations.

Comparable-worth claims, however, need not be confined to women's groups and would likely spread to other groups if comparable-worth systems were ever actually imposed on a significant scale. Groups such as minority males, for exam-

June A. O'Neill is a senior research associate at the Urban Institute in Washington, D.C., where she directs the Program of Policy Research on Women and Families. An economist, educator, and author, she has served with the Brookings Institution and on the President's Council of Economic Advisors.

ple, could make a convincing case that heavy manual labor that brings with it the risk of health impairment is undervalued by studies such as the one conducted for Washington State, or that jobs requiring considerable on-the-job training are undervalued compared with those requiring paper educational credentials.

Once political judgments become a means for setting pay, the system becomes inherently divisive. There is no objective, scientific standard of fair pay. Everyone's wages cannot go up, and those who lose out will not sit idly by.

Market solutions, by contrast, operate silently and impersonally. Market-based wages are not intended to measure intrinsic worth, but instead reflect a balancing of demand factors (such as consumer demand for the firm's products, the cost of capital, and available technology) and supply factors (such as the cost of acquiring training and schooling, the hours and amenities of the job, and the tastes and talents of workers).

"When a regulation, such as comparable worth, imposes wages above the wage that balances supply and demand, these incentives are distorted; too many workers will be encouraged to seek jobs in fields where demand will actually be shrinking."

As conditions change, the pattern of wages for different jobs and workers will likely change. Wages provide workers with the incentive to acquire new skills, to assume unpleasant tasks, or to migrate to different regions. When a regulation, such as comparable worth, imposes wages above the wage that balances supply and demand, these incentives are distorted; too many workers will be encouraged to seek jobs in fields where demand will actually be shrinking.

Employment would shrink because, faced with a requirement to pay artificially high wages for a job, an employer will be forced to substitute machines or other workers to the extent technologically possible, and/or raise prices for the product, which would also lead to reductions in production as consumer purchases fell. (Continued on p. 94.)

#### Library Fund-Raising

A broad overview of the nature of fund-raising. Among the topics covered are: • the establishment of a trust for a large public library; • fund-raising philosophies in libraries at large public universities; • relationships with donors; • proven fund-raising strategies; • advice on organizing a fund-raising program; • and illustrations of letters, documents and other instruments used in a development campaign.

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"A comparable-worth policy would be ultimately unfair, would disrupt the way the economy functions, and would be politically divisive."

characteristics of the occupation. For example, a woman may decide that she would prefer a more demanding and highly paid career outside the home than she had originally planned. Or the introduction of new technology—say, the word processor—may make a job more or less appealing. And broad changes in industrial demand may affect pay and employment in particular occupations.

In a free market economy workers respond to changing conditions through mobility—whether it means changing employers, training for a new occupation, or moving to a new geographic area. A comparable-worth policy would camouflage the real options people face and reduce incentives for making these efficient moves.

On a more aggregate level there are also alternatives that are more efficient responses than comparable worth to problems faced by women. Under current law it is illegal for employers to treat women differently than men with respect to access to male-dominated jobs or to promotions. Insuring that discriminatory barriers do not impede women's access to occupations is an appropriate policy, compatible with a market economy.

Another area where improvements may be sought is in the pay systems of state, local, or federal governments. Usually such pay systems are based on surveys of market wages. Such employers should be required to use consistent methods for all occupations and to introduce market criteria in their paysetting procedures, particularly for those jobs not widely found in the private sector. For example, the flow of applicants and the rate of quits related to particular jobs can be used to guide pay adjustments.

Actions such as these would help to insure equal and fair treatment for women and would improve the functioning of the economy. Comparable-worth regulation would lead to capricious and judgmental changes in pay that would conflict with supply and demand and disrupt the economy, and it would not ultimately be in the best interests of women.

# Denver University vice chancellor: Thousands of hours went into the reorganization plan...

#### The

#### anatomy of

Graduate library school dean:
With the reorganization committee.

a library school shutdown

#### by John Seelmeyer

VEN THE MOST CASUAL newspaper reader in the Rocky Mountain region knew the University of Denver (DU) was in trouble in 1983. Enrollment continued to fall at the private university as the Baby Boom generation grew up. Even though tuition continued to rise each year, the university simply couldn't keep itself in the black financially during the early 1980s.

But while the woes of DU were common knowledge, hardly anyone was prepared for the cost-cutting program the university announced in June—a program that included the closing of the well-respected DU Graduate School of Librarianship and Information Management. In fact, library school leaders were caught by surprise when the decision was announced. Dean Bernard Franckowiak learned of the decision to close his school only through a phone call moments before the decision was made public (AL July/August 1984, p. 476).

As higher education continues to face financial pressure through the remainder of this decade, other library schools around the United States are likely to feel the heat of university reorganizations. The experience of the University of Denver library school shows what can happen when a library education program doesn't get a chance to present its case to a university administration bent on reorganization, and it shows what can happen when a library school is shut out of deliberations about a university's future.

John Seelmeyer, a journalist working out of Greeley, Colo., wrote this analysis on assignment from *American Libraries*.



#### "Great reluctance"

Allan Pfinister, DU's vice chancellor for academic affairs, defends the process used by university officials as they decided to close the library school as of Aug. 16, 1985. He says Franckowiak and others in the DU library school were given ample opportunity to make their case and that thousands of person hours went into the reorganization plan. And he says the decision to eliminate the library school "was made with great reluctance."

Franckowiak, however, says the library school was allowed to make its case only by filling out some forms submitted to a reorganization committee, and he says the school had only one 30-minute meeting with the committee which was heavily weighted toward representation from DU's

schools of business and arts and sciences. The process, he says, was a hatchet job.

To understand what happened at DU, one must go back to early 1984. The school's board of trustees learned the university would run a massive budget deficit during the 1984 – 1985 school year and saw little hope the flow of red ink could be stopped with dramatic action. Chancellor Dwight Smith, former head of the Chemistry Department, was hired in January to replace a chancellor who had resigned a few weeks earlier. Smith was given an ultimatum by the trustees—reduce the deficit to \$2 million in the 1984 – 1985 school year and get the budget in balance by 1986.

In his first address to the university as

chancellor, Smith announced the beginning of an effort to reorganize the university. In fact, preliminary work on the reorganization had begun a month earlier, when the new chancellor had started to meet once a week with six department heads and deans to talk about the future of the university. The group quickly became known as the "Blue Sky Committee."

As the Blue Sky Committee was discussing the ideal university during January and February, Smith also was calling in some hard-nosed professional advice from Institutional Strategy Associates (ISA), a consulting firm based in Cambridge, Mass., that specializes in higher education. ISA, which included former top officials from schools such as Stanford, Penn State, and the University of California at Berkeley, helped Smith devise a strategy for the reorganization.

"These were not second-rate people. These were people who have established themselves in academe," says Vice Chancellor Pfinister.

Franckowiak sees the consultants' role differently. He believes they helped Smith prepare a process that would limit the opposition to reorganization. "I didn't realize it until later in the process, but

Institutional Strategy Associates helped design a plan for minimizing conflict and confrontation," Franckowiak says.

The cornerstone of the reorganization process recommended by the consultants was a 10-member program review committee composed of faculty and administrators—none of them from the DU library school—that began work in early February by gathering information about enrollment, costs, and academic offerings of the university's 48 programs.

The information the program review committee gathered from the library school showed enrollment had reached 105 in the 1980–1981 school year, had fallen to 79 the next year, but had rebounded to 81 by 1982–1983. Enrollment remained flat in the 1983–1984 school year. Franckowiak partly blames the university administration, noting it never responded to hundreds of potential applicants before the 1983–1984 school year. He says high tuition also discouraged enrollment of graduate students. Rising by more than 10 percent a year since the late 1970s, tuition at DU ran \$7,300 in 1984.

The information the library school provided to the program review committee also showed the school was the only ALA-

accredited library program in a vast, multistate area of the Great Plains and Rocky Mountains. It was a key resource for libraries throughout the region. The school's 13-member faculty was teaching increasing numbers of courses in high-tech data management, and DU had invested \$110,000 in computer equipment for the library school in the preceding two years.

#### Quality of school questioned

Once the program review committee had gathered its information through questionnaires, Pfinister says the group began evaluating each program in the university. The criteria, he says, included each program's role in DU's future and its past, its costs and the income it generated, and its quality. The evaluation raised additional questions, and heads of 31 of the university's 48 programs were asked in April to provide further information.

In the case of the library school, much of the questioning centered on the quality of the student body, Pfinister says, as the program review committee voiced concern that few applicants were rejected.

Franckowiak concedes that rejection rates in the past decade ranged only from

(Continued on p. 113.)

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LAW LN. Medium-sized Chicago LaSalle Street law firm looking for a responsible person to manage our private law lib. An MLS w/courses in legal bibliography & gov't. doc'ts. desirable. Resp. incl. ref., interlib. loan, acq., cataloging, LEXIS srchg., & supvsn. of one clerk. Knowl. of microfiche is desirable. Sal.: low \$20s. Contact: Persnl., Arvey, Hodes, Costello & Burman, 180 N. LaSalle St., Suite 3800, Chicago, IL 60601; 312-855-5032.

<u>JACK-OF-ALL-TRADES.</u> <u>Entry-level</u> pos. in small, progressive, busy col. 1. in rural Vt. Temp. pos. involving work in variety of prof. activ. divided between ref. & tech. svcs. MLS from accr. lib. schl. req. Lib. exp. incl. work w/OCLC & online database srchg. very des. Sal. starting from \$16,000 dep. on qual. Pos. open as of March 1. <u>Appl. deadline Feb. 15</u>. Send ltr. of appl. & res. to: Toni Petersen, <u>Bennington Col. L., Bennington</u>, VT 05201.

PUB. LIB. DIR. City of Danbury, Conn., seeks an outstanding admin. for active pub. lib. srvg. 61,000 pop. Min. reqs.: ALA-MLS; exp. w/computerized circ. & DIALOG srchg.; 4 yrs. as dir. of a lib. srvg. not less than 20,000 or as asst. dir. in a lib. srvg. not less than 40,000. Beginning salary \$31,400-\$35,400, excellent ben. Resumes must be rec'd. by March 4. Apply to: Civil Svc. Commission, City Hall, 155 Deer Hill Ave., Danbury, CT 06810.

AUTOM. CONSULTANT, Idaho State Lib. Participates in dvpt. & implementation of new statewide plans & programs for lib. svcs., w/emphasis on assessment, plng., dvpt., coord., & eval. of autom. projs.; provide consultation, tech. assistance, & CE opportunities to libs. of all types. Position reqs. demon. skills in consulting techniques, communications, plng., human relations, conflict resolution, & significant knowl. of current & dvpg. appl. of technol. & autom. to all areas of lib. mgmt. & svcs. Looking for an indiv. who is inquisitive & energetic, who can effectively blend tech. expertise w/good judgment, humor, & common sense. Beginning salary: \$22,194. Completed appl. must be rec'd. by March 29. For appl. forms, contact: Idaho Persnl. Commission, 700 W. State St., Boise, ID 83702; 208-334-2263.

COLLEC. SVCS. SUPVSR., Idaho State Lib. Manage all activ. of the collec. svcs. section: direct workflow among units, manage mat'ls. selec. & collec. dvpt., & coord. resource sharing & statewide WLN usage. Position reqs. demon. skills & abil. in ldrshp., mgmt., communications, plng., human relations, & problem solving; & significant exp. in collec. dvpt. & info. svcs. Looking for an individual who is inquisitive & analytical, seeks new & innovative methods of handling routine & tech. tasks & has good judgment, humor, & common sense. Beginning salary: \$23,296. Completed appl. must be rec'd. by March 29. For appl. forms, contact: Idaho Persnl. Commission, 700 W. State St., Boise, ID 83702; 208-334-2150.

DIRECTOR & LECTURER (2 OPENINGS). 1) DIRECTOR OF THE DIVISION. Administrating & teaching info. sci. PhD in info. or allied field, exp. \$38,350-\$42,144 for 9-mo. academic year. 2) LECTURER, Asst. Prof. rank, nontenure. 3 areas from foundations, research methods, school media, academic, sci./technical, micros, abstracting/indexing. PhD or ABD in info. or allied field. \$22,300-\$26,600 for 9-mo. academic year. Send vita & names of 3 references by March 15 to: Richard Ellefsen, AAVP, Grad. Studies, San Jose State Univ., San Jose, CA 95192-0025.

REF./BIBLIOGRAPHER: collection dvpt. in English, theater, arts, music, & journalism; general ref. svc.; bibliographic instruction. ALA-MLS. Subject master's or PhD is desirable. Faculty status & expectations. \$16,000 minimum. Deadline: Feb. 22. Apply to: Gail Graves, Head, Ref. Dept., John Davis Williams Library, University of Mississippi, University, MS 38677. Equal-opportunity employer.

RESRCH. LN. Leading Chicago advertising agency has immediate opening for person w/both lib. & ad agency exp. to head agency's lib. operation. Will have full-time assistant. Salary to mid-\$20s. Reply to: Box B-870-W.

LAW LIBRARIAN, CATALOGER. Position available in the Cleveland-Marshall College of Law Library. Graduate library degree from ALA-approved schl. req. 2 yrs.' minimum library cataloging exp., including use of OCLC & use of LC class. & subject headings for law & other materials, knowl. of AACR2. Law library exp. & knowl. of RLIN desirable. Duties: oversee operation of cataloging section; perform original cataloging as necessary; assist in planning dept'l. procedures, including reclassification & public-catalog main't.; supervise 2.5 (FTE) classified employees. Ref. responsibilities some nights & weekends. Position reports to asst. dir. for technical svcs. Salary: \$18,304-\$21,000. Appl. deadline: April 15. Contact: Robert J. Nissenbaum, Director of the Law Library, Cleveland State University, 1983 E. 24th St., Cleveland, OH 44115. Equal-opportunity employer, M/F/H.

#### CAREER OPPORTUNITIES

#### Guidelines

A salary range is required for all "Positions Open" ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

#### General Deadline for Copy

Copy must be received by the 5th of the month preceding date of issue. (Job openings subsequently filled can be stamped "Filled" up to three weeks preceding date of issue; advertiser is billed for original ad.)

Late Job Notices: Space permitting, Late Jobs are taken by phone only, beginning on the 10th.

#### Address

Place all notices with Beverly Goldberg, LEADS, American Libraries, 50 E. Huron St., Chicago, IL 60611; (312) 944-6780 x326.

Electronic Mail: Ads may also be submitted electronically via ALANET by 1) sending a memo directly to our AL.LEADS mailbox; or 2) completing the LEADSAD online order form.

#### Rates

PLEASE STATE IF ALA MEMBER. INSTITUTIONAL MEMBERSHIP REQUIRED FOR INSTITUTIONAL DISCOUNTS.

**Joblines:** Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. (AL does not supply job lists or forward jobs to clearinghouses.)

Positions Wanted: ALA members receive first 50 words free, 50¢ each word over. Nonmembers: 50¢/word. Limit 3 issues per year.

Educational Notices: Line-by-line or display format. For price schedule, see Rates for Advertisement box in Datebook.

Positions Open, Professional Exchange, or Requests for Proposals (Please state format desired):

Line-by-line: \$5/line. ALA institutional members receive 20% off (\$4/line).

**Display:** Boxes, larger type, prominent format. \$50/column inch. 20% off for ALA institutional members. Available only for job positions or educational programs.

Late Job Notices: By phone only, beginning 10th of the month. \$10/line. ALA institutional members 10% off. See complete instructions in section.

Consumer Classies: Includes Available At No Charge, For Sale, Wanted, Barter, Personal, Out-Of-Print Books, Periodicals & Serials, and Services & Sources. (Please state section desired.) \$5/line; multiple insertion discounts on total cost: 2–5 months per year, 5% discount; 6 months or more, 10%. No ALA membership discounts applicable.

**Box numbers:** AL will provide box numbers on request for advertisers wishing to run blind ads. Surcharge is \$10. For Positions Wanted, box numbers are free-of-charge.

To reply to box numbers, write: Box (number), c/o American Libraries, 50 E. Huron St., Chicago, IL 60611. Mark mailing envelope "Confidential."

NOTE: Institutions using purchase orders should notify LEADS editor of purchase order number within 2 weeks of placement of advertising. Later receipt will result in incomplete billing.

#### Ads by Phone

The following applies only to regular classified ads due on the 5th of the month. Late Jobs are not included.

- Telephoned copy will be accepted only at the discretion of the LEADS editor, depending on time available.
- 2) A surcharge of \$5 total for line-by-line and \$10 total for displays will be charged for all accepted telephone ads.
- All accepted telephone ads must be followed by written confirmation, including full text of the ad, within two weeks.

#### **IOBLINES**

- AMERICAN SOCIETY FOR INFORMATION SCI-ENCE Jobline: (202) 659-1737. To list a position, obtain a form from: ASIS Jobline, ASIS Hdqrtrs., 1010 16th St., NW, Washington, DC 20036 or phone (202) 659-3644.
- ARIZONA Job Hotline: (602) 278-1327. To list a position, write Arizona Job Hotline, c/o Maricopa County Library, 3375 W. Durango, Phoenix, AZ 85009 or phone (602) 269-2535.
- ASSOCIATION OF COLLEGE AND RESEARCH LIBRARIES Jobline: (312) 944-6795. To list a position, obtain jobline form from: ACRL Jobline, ACRL/ALA, 50 E. Huron St., Chicago, IL 60611. Listing fee: \$30 ACRL members; \$35 nonmembers.
- BRITISH COLUMBIA Library Association Jobline: (604) 263-0014. To list a position write: BCLA Jobline, British Columbia Library Association, POB 46378, Station "G," Vancouver, B.C., V6R 4G6 Canada.
- **CALIFORNIA** Library Association Jobline: (916) 443-1222 or (213) 629-5627. To list a position: write CLA, 717 K St., Suite 300, Sacramento, CA 95814-3477 or phone (916) 447-8541.
- CALIFORNIA Media and Library Educators Association (CMLEA) Job Hotline: (415) 697-8832. To list a position: write CMLEA, 1575 Old Bayshore Highway, Suite 204, Burlingame, CA 94010 or phone (415) 692-2350.
- (ČALIF.) SAN ANDREAS-SAN FRANCISCO BAY/Special Libraries Association: (415) 339-9541. To list a position: call Cristina Fowler at (415) 642-2511.
- (CALIF.) SOUTHERN CALIFORNIA CHAPTER, Special Libraries Association: (818) 795-2145. To list a position: write Duane M. Helgeson, Millikan Library, 1-32, California Institute of Technology, Pasadena, CA 91125 or phone (818) 356-6422.
- COLORADO State Library Jobline: (303) 866-2210.
  To list a position: write the Jobline, 1362 Lincoln, Denver, CO 80203 or phone (303) 866-2175.
  COLORADO LIBRARIES ONLY.
- CONNECTICUT Library Association Jobline: (203) 727-9675, 24 hrs., updated weekly. To list a position: write CLA Jobline, Connecticut State Library, 231 Capitol Ave., Hartford, CT 06106.
- (D. C.) METROPOLITAN WASHINGTON Library Jobline: (202) 223-2272. To list a position: write Jobline, Metropolitan Washington Library Council, 1875 Eye Street NW, Suite 200, Washington, DC 20006, or phone (202) 223-6800, x458. There is a \$30 listing fee for nonmembers.
- DELAWARE Library Association Jobline: call the New Jersey and/or Pennsylvania Job Hotlines, which include Delaware job listings. Prospective employees should contact the employer directly. Delaware jobs are also listed on the New Jersey, Pennsylvania, and Maryland joblines.
- FLORIDA State Library Jobline: (904) 488-5232. To list a position: write Florida Jobline, State Library of Florida, R.A. Gray Building, Tallahassee, FL 32301 or phone (904) 487-2651. FLORIDA LI-BRARIES ONLY.
- ILLINOIS Library Jobline: (312) 828-0930. To list a position: call (312) 644-1896 or write Library Jobline of Illinois, c/o Illinois Library Association, 425 N. Michigan Ave., Suite 1304, Chicago, IL 60611. Fee for listing position for 2 weeks is \$20. Cosponsored by Illinois Library Association and Ill. Chapter/SLA.
- IOWA Library Joblist (monthly): Carol Emerson, Editor, State Library of lowa, Historical Building, Des Moines, IA 50319. To list a position: (515) 281-4350. IOWA LIBRARIES ONLY.
- MARYLAND Library Association Jobline: (301) 685-5760. To list a position: write MLA, 115 W. Franklin St., Baltimore, MD 21201 or phone (301) 685-5760, Wednesdays only, 10 am – 2 pm.

- MIDWEST Library Job Hotline: (517) 487-5617. To list a position, contact one of the following associations: Illinois Library Association, Indiana Library Association, Michigan Library Association, Minnesota Library Association, Ohio Library Association, or the Wisconsin Library Association. MIDWEST LIBRARIES ONLY.
- MISSOURI Library Association Jobline: (314) 442-6590. Updated every 2 weeks. To list a position: write MLA Jobline, Parkade Plaza, Suite 9, Columbia, MO 65201. There is a \$10 listing fee for nonmember libraries.
- MOUNTAIN PLAINS Library Association Jobline: (605) 624-2511. To list a position, write: Mountain Plains L.A., c/o I. D. Weeks Library, University of South Dakota, Vermillion, SD 57069. Includes Colorado, Kansas, Montana, Nebraska, Nevada, North and South Dakota, Utah, and Wyoming.
- NEBRASKA Job Hotline: (402) 471-2045. To list a position: write Nebraska Library Commission, 1420 P St., Lincoln, NE 68508. REGIONAL EMPHASIS.
- NEW ENGLAND Library Jobline: (617) 738-3148. To list a position: write Dr. James M. Matarazzo, Assoc. Dean, GSLIS, Attn.: New England Library Jobline, Simmons College, 300 The Fenway, Boston, MA 02115.
- NEW JERSEY Library Association: (609) 695-2121. To list a position, phone: (609) 292-6237.
- NEW YORK Library Association Jobline: (212) 227-8483. To list a position: write NYLA, 15 Park Row, Suite 434, New York, NY 10038 or phone (212) 227-8032.
- NEW YORK CHAPTER Special Libraries Association: (212) 753-7247. To list a position: write

- Meryl Schatzberg, 215 Adams St., Apt. 10A, Brooklyn, NY 11201 or phone 212-880-9716.
- NORTH CAROLINA Jobline: (919) 733-6410. To list a position, call: (919) 733-2570. NORTH CAROLINA LIBRARIES ONLY.
- OKLAHOMA Department of Libraries Jobline: (405) 521-4202, 5 pm 8 am on weekends and holidays only. Updates on 1st and 15th of every month. To list a position, call: (405) 521-2502.
- OREGON Library/Media Jobline: (503) 585-2232.
  To list a position: write Jobline, Oregon State
  Library, State Library Building, Salem, OR 97310
  or phone (503) 378-4243. NORTHWEST LISTINGS ONLY.
- PACIFIC NORTHWEST Library Association (PNLA)
  Jobline: (206) 543-2890. To list a position, write:
  PNLA Jobline, c/o Graduate School of Library and
  Information Science, FM-30, University of Washington, Seattle, WA 98195. PACIFIC NORTHWEST LISTINGS ONLY.
- PENNSYLVANIA Cooperative Job Hotline: (717) 234-4646. To list a position (members and nonmembers): (717) 233-3113.
- PUBLIC Library Association Jobline: (312) 664-5627. To list a position, obtain jobline form from: PLA Jobline, PLA/ALA, 50 E. Huron St., Chicago, IL 60611. Listing fee: \$30 PLA members; \$35 nonmembers.
- RMODE ISLAND RILA Bulletin Jobline (monthly).
  For copies, send self-addressed, stamped envelopes. To order or to list a position, contact S. Carlson, R.I. Dept. of State Library Services, 95 Davis St., Providence, RI 02908. SOUTHEAST-ERN NEW ENGLAND LIBRARIES ONLY.

JOBLINES continued on p. 102.

#### You.

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Join the American Library Association. 40,000 strong we work together for the public good... and for **You**.

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\*Upon receipt of application you will receive additional information on ALA's divisions and roundtables and how to get the most from your membership.

Public Information Office American Library Association 50 East Huron Street Chicago, IL 60611



Deadline for CKC notices for the April '85 AL is Feb. 28!

JOBLINES continued from p. 101.

RURAL LIBRARIES Jobline (monthly). Center for the Study of Rural Librarianship, Clarion University of Pa., Clarion, Pa. Send \$1 per copy. To order or to list a position, contact Michael Jaugstetter, College of Library Science, Clarion University of Pa., Clarion, PA 16214 or phone 814-226-2383.

(S. C.) UNIVERSITY OF SOUTH CAROLINA
College of Library and Information Science Jobline:
(803) 777-8443. To list a position, write: Admissions and Placement Coordinator, College of Library and Information Science, University of South Carolina, Columbia, SC 29208.

SPECIAL LIBRARIES ASSOCIATION Special.ine Employment Clearinghouse Job Hotline: (212) 460-9716, 24 hrs., updated every second Friday. To list a position: write Ruth Rodriquez, Manager, Membership Records and Services, Special Libraries Association, 235 Park Ave. S., New York, NY 10003 or phone (212) 477-9520.

TEXAS State Library Jobline: (512) 475-0408. Listings can be heard continuously. Weekly updates. To list a position, write to Bell Colyer, or call (512) 475-4110, Monday – Friday, 8 am – 5 pm. TEXAS LISTINGS ONLY.

VETERANS ADMINISTRATION Library Network (202) 389-2820. 9 am – 5 pm weekdays only. For printed job list: write Harry D. Weitkemper, Library Division (142D), VA Central Office, 810 Vermont Ave. NW, Washington, DC 20420; ATTN.: Vacancy List. Most listings are for medical librarian positions. ONLY FOR THOSE ELIGIBLE FOR INCLUSION ON U.S. REGISTER OF PROFESSIONAL LIBRARIANS.

VIRGINIA Library Jobline: (804) 355-0384. To list a position, write: the Jobline, c/o James Branch Cabell Library, 901 Park Ave., Richmond, VA 23284. STATE OF VIRGINIA LIBRARIES ONLY.

**WEST VIRGINIA** library employment listings: call the Pennsylvania Cooperative Job Hotline.

#### **POSITIONS WANTED**

POSITION WANTED: COLLEGE, RESEARCH, OR SPECIAL LIBRARY. Rare books; special collections; cataloging or reference/collection development in humanities. MLS, MA, background in Romance languages, literature, history, music; 2 yrs.' rare book cataloging using RLIN, OCLC. Prefer Northeast/Mid-Atlantic. Contact: Barbara Pilvin, 4247 Locust St., Apt. 706, Philadelphia, PA 19104.

POSITION WANTED: PREFER TECH. SVC., entry-level. Available Aug. 1. Reading knowledge of French. Willing to relocate. Contact Lynda D. Ray, Apt. 110, 13131 N. 19th St., Tampa, FL 33612; 813-971-8712.

ENTHUSIASTIC GRADUATE OF CATHOLIC UNIVERSITY AND ALA/MLA MEMBER desires immediate full-time employment as Clinical Reference Librarian. Strong medical subject knowledge with recent emphasis in cardiovascular, oncology, and nursing specialties. Qualified in MEDLINE, initiation of SDI, and reprint libraries. Will relocate. Resume on request from: Elizabeth A. Kayaian, 120 Center Dr., Bethesda, MD 20814; or call 301-654-6010.

HIGHLY EXPERIENCED REFERENCE LIBRAR-IAN seeks an appropriate position. Have extensive library-related editing experience with several major publication credits. Prefer a position within a 100-mile radius of Louisville, Ky., but will accept any reasonable offer. Reply to: Richard A. Gray, 328 W. State St., Rockford, IL 61101.

ENTRY-LEVEL REFERENCE. Bill Schneider, 2219 Glendon Ave., Los Angeles, CA 90064.

#### PROFESSIONAL EXCHANGE

PUBLIC LIBRARY JOB EXCHANGE WANT-ED. New Zealand — qualified librarian with 6 yrs.' experience working as senior assistant in a town library is looking for a 6-mo. job exchange in a public library. The library has a stock of 41,000 books and an annual issue of 157,000. The position involves all aspects of librarianship, with an emphasis on children's and public relations (holiday programs, radio sessions, newspaper articles) work. Tokoroa is a multicultural, community-minded town of 20,000 centrally located in N.Z.'s north island, close to beaches, ski fields, and major cities. Accommodations can be arranged if desired. If you are interested, please write to: Vicki Cooke, 36 Kaka Crescent, Tokoroa, N.Z.

#### POSITIONS OPEN

#### ACADEMIC LIBRARY

Art and theater arts cataloger, technical services dept. Under the general supervision of the head of the monographic cataloging section, responsible for cataloging library materials in art and theater arts in all formats. Duties include coding bibliographic records according to MARC format conventions for entering in a network database. Qualifications include a solid background in art history, familiarity with Library of Congress practice, a general understanding of the cataloging philosophy embodied in AACR2, and a reading knowledge of one or more modern Western European languages. Salary \$21,024—\$26,892. Prefer application by Feb. 15 with complete statement of qualifications, resume, and names of 3 references to: Rita A. Scherrei, Director of Administrative Systems and Personnel Services, University Research Library, UCLA, 405 Hilgard Ave., Los Angeles, CA 90024; 213-825-1201.

Assistant science-engineering librarian. Qualifications: master's degree from ALA-accredited program; knowledge of science and engineering reference and bibliographic resources; coursework or experience with MED-LINE or the BRS system. Desirable: experience or academic preparation in biology, nursing, or allied health fields; working knowledge of a modern foreign language, preferably German or French; strong commitment to public services. Full-time, 40 hrs. per week minimum. Nontraditional workweek. Salary \$16,500 minimum. Available June 3. Letter of application with a resume, salary requirements, and 3 references must be postmarked by April 1 and submitted to: Joan Martinek, Head, Science-Engineering Dept., The University of Texas at Arlington Libraries, Box 19497, Arlington, 1X 76019. The University of Texas at Arlington is an equal-opportunity, affirmative-action employer.

Assistant university librarian, public services. Search extended. The San Diego State University Library is extending its search for an assistant university librarian for public services. Situated 30 miles north of the Mexican border and 120 miles south of Los Angeles, San Diego ranks 8th in size among the nation's cities. With over 34,000 students, the university is the largest of the 19 campuses that make up the California State University system. The library has a total collection of 900,000 volumes, and a staff of 35 professionals and 85 support personnel. Duties: the assistant university librarian, and as part of the management team, participates in resource allocation, immediate and long-range planning, and overall policy development. This individual will be responsible for the management of reference services and collection development, working in close consultation with the heads of the reference units and the head of collection development to ensure the coordination and integration of these areas. Reference units include general reference, government publications, media and curriculum center, science, computer search service, and instructional services. Qualifications: MLS or equivalent from ALA-accredited school. An additional advanced degree is desirable. Must possess administrative ability as demonstrated by successful academic library management experience and evidence of progressive growth in responsibilities. Also expected are proven skills in leadership, human relations, and oral and written communications. Experience in reference work and/or collection development will be an asset, but other relevant experience will be considered. Familiarity with collective bargaining environment desirable. This is a management position, and as such is excluded from the faculty collective bargaining unit. Annual salary range: \$35,000 - \$45,000. Availability and deadlines: to ensure consideration, applications should be received by Feb. 28. Appointment will be made as soon as possible, but the position will rem

Associate dean of the library. Oakland University invites applications and nominations for the position of associate dean of the library. The position is now open. The university, which enrolls more than 11,000 students, is a state-assisted institution 25 miles north of Detroit. The university library has a collection of 1,090,000 items (bound volumes, government documents, and microforms) and a staff of 45 which includes 14 library faculty. Responsibilities: serves as the associate dean for the administration of day-to-day operations of the library, including reference, circulation, interlibrary loan, bibliographic instruction, computer search services, and technical services. Other responsibilities include management information activities, library automation, personnel, and building operations. Participates in planning and evaluating library policies and procedures which support the university's academic objectives and programs. Reports to the dean of the library. Qualifications: graduate degree from an ALA-accredited library school and a 2nd master's degree or the equivalent. Professional accomplishments warranting appointment to tenured faculty rank required. Minimum of 7 yrs.' academic library experience, including library administrative experience, including library administrative experience. Demonstrated success in oral and written communications and analytical and planning activities; understanding of organization, programs, and current issues and trends in academic libraries, including library automation; proven leadership ability with library faculty and staff and in the profession; evidence of continuous professional growth through scholarship and active participation in the profession. Salary: minimum \$35,000. Excellent fringe benefits include TIAA/CREF, full health coverage, dental plan, life insurance, annual paid leave of 22 days' vacation. Deadline (postmark) for applications:

March 20. Send letter of application, resume, and 3 letters of recommendation addressing position qualifications to: Suzanne O. Frankie, Dean of the Library, Oakland University, Rochester, MI 48063. Oakland University is an affirmative-action, equal-opportunity employer.

Associate director of library, search extended. Responsible for the coordination of library automation and the technical services. Participates in the formulation of library plans and policies, sets priorities, executes or delegates approved activities, and monitors work performed by personnel. Reports to the director and works closely with library faculty and staff in planning and achieving goals. 12-mo. management position beginning July 1. Salary range: \$25,624 – \$34,875 and excellent fringe benefits. Qualifications: a master's degree in library or information science, additional graduate work preferred. Experience with systems development, technical services, and the supervision of personnel required. Send letter of application, detailed resume, and the names and phone numbers of 4 references by March 15 to: G. R. Hanson, Director of Library and Media Services, Shippensburg University, Shippensburg, PA 17257. Shippensburg University is an affirmative-action, equal-opportunity employer.

Business reference librarian. Responsible for business reference services in a large reference department, including online database searching, library instruction, collection development, direct research assistance to the students and faculty of the College of Business Administration, and general reference duties. Qualifications: ALA-accredited MLS with business or social science BA/BS required; MBA or advanced degree in a related discipline with 2 yrs. recent, relevant professional experience preferred. Salary: initial appointment up to \$23,000 dependent upon qualifications and experience. Benefits: 12-mo., tenure-track appointment with faculty status, 22 days' vacation, retirement plan options, no local/state personal income tax. Send resume and names and addresses of 3 professional references by March 8 to: R. Max Willocks, Deputy Director, 215 Library West, University of Florida, Gainesville, FL 32611. Equal-employment-opportunity, affirmative-action employer.

Cataloger. New position; 12-mo. appt.; tenure-track; faculty rank and status. Supervises cataloging unit of a central processing center for regional campus libraries. Coordinates workflow in area; catalogs (some original) & classifies monographs, serials, & some AV using OCLC, LC class. & subject headings, & AACR2. Supervises & coordinates retrospective conversion project; resolves cataloging problems/questions. Requirements: ALA-accredited MLS; comprehensive knowledge & experience with LC class. and subject headings, OCLC, AACR2. Prefer past experience in library automation/systems. Salary: \$18,000 plus benefits. Send resume, application letter, and 3 references (placement file, if available) by Feb. 22 to: Director of Library Services, Library Processing Center, University of South Carolina, Columbia, SC 29208. USC is an affirmative-action, equalopportunity employer.

Cataloging coordinator. To manage cataloging operations including copy cataloging, catalog maintenance, book processing, and special projects. To train and supervise support staff. To prepare for and guide transition to an automated system including an online catalog. To perform original cataloging of serials. Qualifications: ALA-accredited MLS; 2 yrs.' progressively responsible technical services experience including a demonstrated expertise in cataloging; successful supervisory experience; knowledge of AACR2, LC classification and subject headings, and MARC formats; experience with OCLC; knowledge of library computer applications; good communication

skills. Salary: \$19,000 minimum, for a temporary 2-3 yr. contract with faculty status. Applications and nominations should be sent no later than March 15 to: Director's Office, Olson Library, Northern Michigan University, Marquette, MI 49855. It is expected that this position is to be filled no later than June 1. NMU is an affirmative-action, equal-opportunity employer.

Director of instructional services. Emory University Libraries seeks a director to manage the instructional services division, which includes audiovisual services, production center, media equipment support, repair shop, language and music labs, reserve room, and nonprint collection. Primary support is for arts and sciences and business schools. Responsibilities include developing expanding audiovisual programs in support of teaching, research, and administrative functions. As member of Director's Council, participates in advising the director of libraries on planning and development of overall library program. Position reports to director of libraries. Required: master's degree in accredited audiovisual/media services program, 5 – 7 yrs.' relevant professional experience, at least 3 yrs. in supervisory role; evidence of initiative and promotional ability, proven managerial and organizational ability with strong interpersonal skills; excellent oral and written communication skills. Desirable: MLS degree from ALA-accredited program. Appointment rank and salary dependent on qualifications and experience. Minimum 1984/85 salary for rank III, \$21,000; rank IV, \$27,500; rank V, \$35,000. Position available Aug. 1. Send letter of application, resume, salary requirements, and names of 3 references by March 5 to: Herbert F. Johnson, Director of Libraries, Robert W. Woodruff Library, Emory University is an equal-opportunity, affirmative-action employer.

Graphics/photo specialist. Job description: serves as graphics/photo specialist in the media services division of the Library/Learning Center. Responsible for organizing and implementing all graphics/photographics services for instructional and faculty research needs. The position is also responsible for graphics work such as design, layout, and production of slides, transparencies, signs, and other graphics in support of campus instruction and research, and for providing workshops on various aspects of graphics/photography. The specialist will be responsible for photographic work such as copy-stand, studio, on-location, and documentary work, including developing and printing, except for color work, which will be processed off campus. The position also supervises and trains student assistants in these areas. Qualifications: applicants should have at least a bachelor's degree with additional training in photography/graphics. Prior experience is strongly preferred; graduate degree in instructional technology or library science and experience with computer graphics is desirable. Salary \$16,000 - \$18,000 depending on qualifications. Applications: applicants should submit a current vita, a list of 3 references, and additional information about their work experience, including duties, by Feb. 28 to: Jeff Jackson, Chair, Search and Screen Committee, Library/Learning Center, University of Wisconsin - Parkside, Box 2000, Kenosha, WI 53141.

Head, acquisitions dept. (SUNYA). Administers acquisitions dept.; responsible for order and receipt of monographic and serial publications. Monitors expenditures; prepares statistical and other reports. Serves as a liaison with bibliographers and book trade. Participates in divisional library planning. Reports to the assistant director for technical services. Library anticipates use of GEAC acquisitions module. Library faculty at SUNYA are expected to fulfill taculty obligations in the areas of contributions to the advancement of the profession and university service, as well as specific library assignments. Qualifications: MLS from ALA-accredited library school. A minimum of 3

# Morehead State University Librarian III Camden-Carroll Library

Camden-Carroll Library at Morehead State University, Morehead, Ky., is seeking a candidate for the position of coordinator of library automation systems. Reporting to the director of libraries, the coordinator will be responsible for leadership in the implementation of computer technology to library functions and services as well as the development of policies, programs, procedures, manuals, funding sources, and management of automated services. In addition, the coordinator will be responsible for implementing and administering computerbased integrated library systems. Qualifications: a master's degree from an ALA-accredited library school or its equivalent; substantial progressive, professional experience including administrative responsibility and experience in the application of technology to library functions. Experience is desired in programming principles and in the evaluation of integrated library systems design. Knowledge is desired concerning LC subject headings, AACR2, MARC formats, and OCLC applications. Some weekend and night work is required. Salary range \$15,000 - \$20,000. A fringe benefit package is available. Send letter of application, resume, addresses and telephone numbers of 3 references, and official copies of college transcripts no later than Feb. 28 to:



Office of Personnel Services Morehead State University 101 Howell-McDowell Ad. Bldg. Morehead, KY 40351

MSU is an EEO, AA employer.

yrs.' experience in monographic and serials acquisitions in a medium to large academic library. 2 yrs.' successful supervisory experience. Knowledge of book trade, approval plans, budget preparation and monitoring, OCLC and/or RLIN, one or more foreign languages, and automated procedures required. Skills in procedural analysis, written and oral presentations, and interpersonal relations required. Experience in automating acquisitions desired. Salary & rank: commensurate with education and experience; salary from \$21,000 depending on qualifications. Inquiries should be received by Friday, March 15. To apply, send current resume and the names and addresses of 3 references to: Deborah G. Duchala, Library Personnel Officer, University of New York at Albany, 1400 Washington Ave., Albany, NY 12222. The State University of New York at Albany is an equal-opportunity, affirmative-action employer. Applications from women, minorities, and handicapped are especially welcome.

Head librarian. Missouri Southern State College invites applications and nominations for the position of head librarian. Missouri Southern State College enrolls approximately 4,300 students in 4 schools: School of Arts and Sciences, School of Business, School of Education and Psychology, and School of Technology. The head librarian administers the Instructional Resources Center which consists of the library, the Instructional Media Center, and the Instructional Television Center. The library is staffed by 6 professional librarians, 5 full-time clerks, and 32 student employees. The library

Positions Open continued on p. 106.

### **DATEBOOK:** events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

#### **February**

13: The Joys of Telecommunication prog., Rm. LM621, Madison Bldg., Lib. of Congs., Washington, D.C. Spons., U.S. Dept. of Agriculture Grad. Schl./Info. Sci. & Technol. Cncl. Presented as a lunch prog. Info.: R. Katz, Grad. Schl., USDA (202-287-0060).

15: Online Lit. Srchg. wkshp., Col. of Info. Studies, Drexel U., Philadelphia, Pa. Spons., Drexel U./CIS. Fee, \$110. Info.: J. Goldwater, Off. of Cont'g. Prof. Ed., CIS, Drexel U., 19104 (215-895-2474).

**16:** Lib. Svcs. for Exceptional People wkshp., Willis Bldg., DLS, East Carolina U., Greenville, N.C. Details: Div. of CE, ECU, 27834 (919-757-6143).

18: Annual Congs. for Lns., DLIS, St. John's U., Jamaica, N.Y. Spons., SJU/DLIS. Theme, "Downloading/Uploading Online Databases & Catalogs." Info.: J. Benson or B. Weinberg, DLIS, SJU, 11439 (212-990-6161 x6200).

18-19: Assn. of Tchr. Educators nat'l. conf., Las Vegas, Nev. Theme, "Micros for Educators." Info.: P. West, Lrng. Ctr., Col. of Ed., Northern Ill. U., Gabel Hall 8, DeKalb, IL 60115 (815-753-1241).

18 – 20: Fund Raising short course, San Francisco, Calif. Spons., Fund Raising Schl. Also on March 17 – 22 & March 24 – 27. Info.: FRS, POB 3237, San Rafael 94912-9087 (415-457-3520).

#### **ADVERTISEMENTS**

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Nonprofit organizations: Line-by-line format, \$5/line; ALA institutional members, \$4/line. Display format, \$50/column inch; 20% discount to nonprofit ALA institutional members.

For-profit organizations: Line-by-line format, \$7.50/line; display format, \$75/column inch.

#### Designing & Space Planning the Electronic Library

Feb. 14-15, 1985 • Washington, D.C. April 4-5, 1985 • New York City Oct. 3-4, 1985 • San Francisco

Fee: \$275

#### Artificial Intelligence The Potential for Libraries

July 24-26, 1985

The University of Illinois at Urbana-Champaign

Authors: Planning the Electronic Office McGraw-Hill, 1983

AARON COHEN ASSOC. RFD 1, Box 636, Teatown Rd. Croton-on-Hudson, NY 10520 914-271-8170

#### COMING UP

National Library Week April 14-20, 1985

Executive Board Spring Meeting

May 1-2, 1985

**ALA Annual Conference** 

July 6-11, 1985

IFLA General Conference

Chicago, III.

Chicago, III.

Aug. 18-24, 1985

19-20: Lrng. Technol. Fair V, Albany, N.Y. Spons., N.Y. State Cnsrtm. for Lrng. Technol. Theme, "Living w/Technol." Info.: J. Seamon, Hudson Valley Community Col., 80 Vandenburgh Ave., Troy 12180.

20 – 22: Doc't. Proc'g. in Tomorrow's Office conf., Sheraton Royal Biscayne, Key Biscayne, Fla. Spons., Inst. for Graphic Communication. Info.: R. Murray, Dir. of Confs., IGC, 375 Commonwealth Ave., Boston, MA 02115 (617-267-9425; Telex: 94-4479)

20 – 22: INFO./CTRL. & INFO./SOFTWARE (Info. Mgmt. Exposition & Conf.), O'Hare Exposition Ctr., Rosemont, Ill. Spons., Cahners Exposition Grp. Features sessions on telecom. plng. & data security. Info.: Show Mgr., INFO./CTRL. & INFO./SOFTWARE, Cahners Exposition Grp., 999 Summer St., Stamford, CT 06905 (203-964-8287).

21 – 23: Annual High Technol. conf., Boca Raton, Fla. Spons., Info. Industry Assn. Theme, "The Electronic Info. Marketplace." Info.: IIA, 316 Pennsylvania Ave. SE, Suite 400, Washington, DC 20003 (202-544-1969).

21 – 23: Colorado Ed'l. Media Assn. annual conf., Broadmoor Hotel, Colorado Springs. Theme, "Seesaw for Success." Fee, \$20 mem.; \$25 nonmem. Info.: L. Garrity, 7076 S. Spruce Dr. W., Englewood 80112.

21 – 23: Triple I '85 conf., Hyatt Regency O'Hare, Rosemont, Ill. Spons., Ill. Assn. for

COLORADO

AND

LEARN

Ed'l. Communication & Technol.; Ill. Assn. for Supvsn. & Curric. Dvpt.; Ill. Assn. for Media in Ed. Theme, "Bridges to Excellence." Features Lib. Microcomputer Mgmt. Symposium on Feb. 23. Info.: E. Baker, Registration, Triple I '85, 225 Edgewood Dr., East Peoria 61611.

22: Lib. Autom.: A Seminar on the State-ofthe-Art, Col. of Info. Studies, Drexel U., Philadelphia, Pa. Spons., Drexel U./CIS. Fee, \$115. Info.: see Feb. 15.

26: In Business for Yourself—The Good News & Bad of Info. Freelancing prog., Rm. 104, Col. of St. Catherine Lib., St. Paul, Minn. Spons., Col. of St. Catherine. Fee, \$35. Info.: CE, Col. of St. Catherine, 2004 Randolph, 55105 (612-690-6819) or C. McInerney (612-690-6651).

28 - March 1: Mgmt. of the Online Catalog inst., Calif. State Lib., Sacramento. Spons., ALA/Lib. Admin. & Mgmt. Assn.; Calif. State Lib.; Northern Bay Coop. Lib. Syst. Info.: LAMA, ALA, 50 E. Huron St., Chicago, IL 60611 (312-944-6780 x299).

#### March

1: Mobilizing & Harnessing the Energies of Volunteers wkshp., Hyatt Cambridge (Mass.) Hotel. Spons., Cncl. for Adv. & Support of Ed. (CASE). Info.: CASE, Suite 400, 11 Dupont Circle, Washington, DC 20036 (202-328-

1-2: Archives, Autom. & Access conf., U. Victoria, B.C. Spons., U. Victoria. Info.: C. Panter, Resrch. Coord., Vancouver Isiand Proj. Off., Rm. 404, McPherson Lib., U. Victoria, V8W 2Y2 (604-721-7397).

1-2: Minnesota Ed'l. Media Org. midwinter conf., Minneapolis Hilton Inn. Focuses on telecom. Info.: G. Sheehan, Minneapolis Pub. Schls., 807 NE Broadway, 55413 (612-627-2165).

3-4: Music OCLC Users Grp. annual conf., Seelbach Hotel, Louisville, Ky. Fee, \$47 mem.;

#### **ADVERTISEMENTS**

#### HBW ASSOCIATES Present

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- \$57 nonmem. Info.: D. Hixon, MOUG CE Coord. & Fine Arts Ln., U. Calif./Irvine Lib., POB 19557, 92713.
- 3-6: Nat'l. Fed. of Abstracting & Info. Svcs. annual conf., Crystal Gateway Marriott Hotel, Arlington, Va. Theme, "New Dvpts. in Electronic Publshg. & Info. Svcs." Info.: NFAIS HQ, 112 S. Sixteenth St., Philadelphia, PA 19102 (215-563-2406).
- 3-8: AV Inst. for Effec. Communications prog., Ind. U. at Bloomington. Spons., Int'l. Communications Industry Assn. (NAVA/ICIA). Info.: Trng. Dept., NAVA/ICIA, 3150 Spring St., Fairfax, VA 22031 (703-273-7200).
- 4-5: U. North Carolina Lns.' Assn. annual spring conf., Chapel Hill. Theme, "Prsrvn. in the '80s." Fee, \$20 mem.; \$25 nonmem.; \$10 retired lns. & students. Info.: C. Holloway, BA/SS, Davis Lib. 080A, U. N.C., 27514 (919-962-1151).
- 4-6: Applying New Technol. in Higher Ed. conf., Orlando, Fla. Spons., Kans. State U. Info.: Jan Hurley, Nat'l. Issues in Higher Ed., Div. of CE, KSU, 1623 Anderson Ave., Manhattan, KS 66502 (913-532-5575).
- 6-8: Lib. History Seminar VII: Libs., Bks., & Culture, SLS, U. N.C. at Chapel Hill.
  Cospons., U. N.C.-Chapel Hill/SLS; U.
  Tex.-Austin/GSLIS; Jnl. of Lib. History. No fee; \$30 w/luncheons. Regis. deadline Feb. 15.
  Info.: E. Holley, Dean, SLS, UNC, 100
  Manning Hall 026A, 27514 (919-962-8366).
- **6-9:** Music LA annual conf., Seelbach Hotel, Louisville, Ky. Info.: M. Korda, Dwight Anderson Music Lib., Schl. of Music, U. Louisville, 2301 S. Third St., 40292.
- 8: Job Trng.: Dvpg. Trng. Plans for Your Staff seminar, Thompson Conf. Ctr., U. Tex. at Austin. Spons., UT/GSLIS. Fee, \$60. Info.: M. Boggins, Dir. of Placement & CE, GSLIS, UT at Austin, EDB 564, 78712-1276 (512-471-3821).
- 8: Matching Gift Forum, Drake Hotel, Chicago, Ill. Details: see March 1.
- 8: Midstream Career Changes for Lns. & Other Info. Profs. wkshp., Col. of Info. Studies, Drexel U., Philadelphia, Pa. Spons., Drexel U./CIS. Fee, \$80. Info.: see Feb. 15.
- 8-9: Lib. Prsrvn.: Implementing Programs inst., Radisson Mark Plaza Hotel, Alexandria, Va. Spons., ALA/Resources & Tech. Svcs. Div.; Lib. of Congs./Nat'l. Prsrvn. Prog. Info.: W. Bunnell, RTSD, ALA, 50 E. Huron St., Chicago, IL 60611 (312-944-6780 x312).
- 9: Wkshp. in Lib. Ldrshp., A. K. Smiley Pub. Lib., Redlands, Calif. Spons., Calif. Assn. of Lib. Trustees & Commissioners. Info.: C. Kraemer, 109 Oakmont Ave., San Rafael 94901 (415-456-4387).
- 9: Wrtg. for Publication wkshp., Falls Church, Va. Spons., Phi Delta Kappa. Info.: F. Copeland, 4706 Apple Tree Dr., Alexandria 22310 (202-272-0044).
- 10-13: Alaska LA annual conf., Centennial Hall, Juneau. Theme, "Libs.: The Link That Strengthens the Community." Fee, \$30. Info.: B. Pavitt, Alas. State Lib., Pouch G, Juneau 99811 (907-465-2920).
- 13-15: Microcomputers in Ed.: Tomorrow's Technol. conf., Ariz. State U.,

- Tempe. Spons., ASU; Ariz. Computer Users in Ed. Info.: D. Craighead or K. Gore, Microcomputers in Ed. Conf., ASU, Payne 216, 85287 (602-965-7363).
- 13-16: Southern Assn. on Chldrn. Under 6 (SACUS) annual conf., Little Rock, Ark. Info.: SACUS, Box 5403, Brady Station, Little Rock 72215 (501-227-6404).
- 14-16: Assn. for Ind. Media Educators annual conf., Indianapolis Conv. Ctr. Theme, "Bits, Bytes, Bks." Fee, \$25 mem.; \$50 nonmem. Info.: R. Hochstetler, Regis. Ch., Batesville H.S., 810 State Rd. 46 W., Batesville 47006 (812-934-4384).
- 15: Autom. Serials Cntrl. Systems seminar, N.Y. Metro. Ref. & Resrch. Lib. Agency (METRO), Brooklyn. Spons., METRO. Fee, \$15 METRO mem.; \$30 nonmem. Info.: METRO, 57 Willoughby St., 11201 (212-852-8700).
- 15: Computing in Higher Ed.: Integrated

- Packages conf., Bryant Col., Smithfield, R.I. Spons., New Eng. Reg'l. Computing Prog. (NERCOMP). Info.: NERCOMP, 439 Washington St., Braintree, MA 02184 (617-848-6494).
- 15 16: Hawaii LA annual conf., Honolulu. Info.: K. Nakano, Rm. 104B, Hamilton Lib., U. Hawaii at Manoa, 2550 The Mall, Honolulu 96822.
- **16:** Robotics in Ed. prog., Willis Bldg., E. Carolina U., Greenville, N.C. Spons., ECU/DLS. Fee, \$10. Info.: see Feb. 16.
- 17-19: Hard Copy Systems of the Future conf., Holiday Inn, Monterey, Calif. Spons., Inst. for Graphic Communications. Info.: see Feb. 20-22.
- 17-20: Amer. Assn. for Higher Ed. nat'l. conf., Palmer House, Chicago, Ill. Info.: AAHE,

DATEBOOK continued on p. 106.

#### **ADVERTISEMENTS**

#### Law Librarianship

The University of Chicago Graduate Library School announces a program leading to a specialization in law librarianship designed for students who seek careers in either academic law libraries or law firm libraries. Applications are now being accepted for study beginning in the autumn quarter of 1985 and leading to the master of arts degree. The program includes both general and specialized coursework and an internship experience. Financial aid and student loans are available. For additional information and application materials, please write:

Law Librarianship Program Graduate Library School University of Chicago 1100 E. 57th St. Rm. JRL-S102D Chicago, IL 60637

#### Information Science Fellowships

The Graduate Library School of the University of Chicago announces the availability of fellowships supporting study at the MA and PhD levels beginning in autumn 1985, leading toward a specialization in information science. These awards are funded by the Title II-B Library Career Training Program and will be made to applicants with outstanding academic credentials who are U.S. citizens and members of certain underrepresented groups including racial and ethnic minorities, the economically disadvantaged, handicapped individuals, and women. The application deadline is March 1; awards will be announced during spring 1985. For application materials, please write:

Information Science Fellowships
Graduate Library School
University of Chicago
1100 E. 57th St.
Rm. S103-C
Chicago, IL 60637

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#### DATEBOOK continued from p. 105.

Suite 600, One Dupont Circle, Washington, DC 20036 (202-293-6440).

17-22: Adv. Lib. Mgmt. Skills Inst.,
Berkeley, Calif. Spons., Assn. of Resrch.
Libs./Off. of Mgmt. Studies. For exp'd. lib.
mgrs. Fee, \$490. Enrollment limited to 30. Info.:
D. Reilly, Off. Mgr., OMS, ARL, 1527 New
Hampshire Ave. NW, Washington, DC 20036
(202-232-8656).

18: Annual Chldrn.'s Lit. wkshp., Creese Student Ctr., Drexel U., Philadelphia, Pa. Cospons., Drexel U./CIS; Free Lib. of Philadelphia. Theme, "Who Speaks for the Folk: Tales for Today's Chldrn." Fee, \$35. Adv. regis. req. Info.: CIS, Drexel U., 19104 (215-895-2156).

18-19: Conf. on Basal Rdg. Programs, Chicago (Ill.) O'Hare Marriott Hotel. Cospons., Assn. of Amer. Publshrs./Schl. Div.; U. Ill. at Urbana-Champaign/Ctr. for the Study of Rdg. Follow-up of fall 1982 mtg. at Rye (N.Y.) Town Hilton. Info.: D. Eklund or B. Meyers, AAP, One Park Ave., New York, NY 10016 (212-689-8920).

**18 – 20:** First Annual Conf. on Technol. in Ed., Tucson, Ariz. Cospons., U. Ariz./Dept. of Ed'l. Psychology; Nat'l. Advisory Cncl. for Computer Implementation in Schls. Focuses on effec. implementation of resrch. in ed'l. technol. Info.: S. Louie, NACCIS, 2200 E. River Rd., Suite 125, Tucson 85718 (602-323-6144).

19: Creative Realities of Database Dvpt. prog., Alumnae Ctr., Col. of St. Catherine, St. Paul, Minn. Spons., Col. of St. Catherine. Fee, \$55. Info.: see Feb. 26.

20: Spring Info. Seminar: Software
Assessment for Info. Mgmt., Roosevelt Hotel,

New York, N.Y. Spons., Amer. Soc. for Info. Sci./Metro. N.Y. Chap. Info.: P. Dietrich (212-460-4228).

20: Wkshp. on Persnl. Policies, Trumbull (Conn.) Pub. Lib., 33 Quality St. Spons., Conn. Task Force on Due Proc. Info.: J. Simpson, Exec. Secy., CLA, State Lib. Bldg., Rm. L216, 231 Capitol Ave., Hartford 06106 (203-278-6685).

22 – 23: Chldrn.'s Lit. conf., Madison, Wis. Cospons., Coop. Chldrn.'s Bk. Ctr.; U. Wis.-Madison/Schl. of Ed./SLIS. Theme, "The Rdr. Becomes the Bk." Info.: B. Arnold, UW-Ext. LIS, 610 Langdon St., Rm. 220, Madison 53703 (608-262-6398).

23: Off. Autom. & Lib. Productivity wkshp., Madison Bldg., Lib. of Congs., Washington, D.C. Spons., Wash. Chap. of Special Libs.; et al. Fee, \$25. Info.: J. Reid (703-893-3190).

24 – 26: Nat'l. Conf. on Nonfiction,
Independent Study, & the Gifted Child, Sheraton
Westport Inn, St. Louis Co., Mo. Cospons.,
Bk. Lures, Inc.; Lindenwood Col. Info.: N.
Polette, Ed. Dept., Lindenwood Col., St.
Charles 63301 (314-946-6912 x356).

24 – 29: Assn. for Dvpt. of Computer-Based Instruc'l. Systems int'l. conf., Adams Mark Hotel, Philadelphia, Pa. Theme, "Computer-Aided Instruc." Fee, \$115 mem.; \$150 nonmem. Info.: G. Hayes, ADCIS, Miller Hall 409, Western Wash. U., Bellingham, WA 98225 (206-676-2860).

27 – 30: Kans. LA; Kans. Assn. of Schl. Lns.; Kans. Assn. for Ed., Communications, & Technol. annual tri-conf., Broadview Hotel, Wichita. Info.: K. Mounkes, Hillcrest Jr. H.S., 9300 Nieman, Shawnee Mission 66214.

29: Archives & the Law: Keeping It Straight seminar, Rm. 468, Ed. Bldg., U. Tex. at Austin.

Mid-career professionals seeking to redefine and actively pursue personal and career goals may find help through Career Connections, a new service offered by Barbara Conroy, a library consultant with 15 years of experience. The program, developed with librarians in mind, features personal attention and ongoing support. Conroy says her plan teaches professionals how to utilize continuing education and networking systems. Structured as an intensive two-day program for individuals or small groups of up to six, it is conducted at Conroy's home base, Santa Fe, N.M. For larger groups of up to 12, the program is adaptable to any locale. Contact Barbara Conroy at POB 9331, Santa Fe, NM 87504, or phone 505-983-9217.

Spons., UT-Austin/GSLIS. Fee, \$45. Info.: see March 8.

31 - April 2: Innovative Microcomputer Appl. in Schl. Programs conf., Baltimore (Md.) Plaza Hotel. Spons., Friends Schl. Fee, \$275. Regis. deadline March 8. Info.: M. Curtis, Friends Schl., 5114 N. Charles St., 21210 (301-435-2800).

#### April

16-18: Informatics 8: Adv. Computational Techniques for Info. Retrieval conf., Oxford, England. Spons., ASLIB. Info.: ASLIB, 3 Belgrave Sq., London, SW1X 8PL England.

#### Positions Open continued from p. 103.

has a collection of 155,000 books, subscribes to 1,350 periodicals, and receives more than 800 titles of these journals on microform. The library has the complete collection of ERIC, is a partial depository for federal documents, and subscribes to OCLC, BRS, DIALOG, and the Dow Jones News/Retrieval Services. The Instructional Media Center is the central depository for all audiovisual materials on campus. The Instructional Television Center has 3 classroom studios in operation at all times. RESPONSIBILITIES: the head librarian provides leadership in library policy, administration, and budget; assumes responsibility within a collegial structure for planning, directing, coordinating, and evaluating all facets of library operations; and represents the library on college committees and in local, regional, and national library consortia. The head librarian reports to the vice president for academic affairs. QUALIFICATIONS: 1) demonstrated commitment to academic excellence, scholarship, research, and the support of undergraduate instruction; 2) master's degree from an ALA-accredited library school; other advanced degrees preferred, doctorate desirable; 3) extensive and varied professional library experience including administrative experience with fiscal planning, program development, and personnel management in an academic library; 4) knowledge of current trends and application of information technology; 5) leadership ability and superior communication skills with faculty, students, administrators, and staff; 6) a record of active participation in the profession; and 7) a strong commitment to profession; and 34,000. 12-mo. administrative

contract, comprehensive benefits program. Deadline for applications: March 1; position should be filled by July 1. Applications should include a complete resume and the names, addresses, and telephone numbers of 3 references. Send applications and nominations to: Floyd E. Belk, Vice President for Academic Affairs, Missouri Southern State College, Joplin, MO 64801. Missouri Southern State College is an affirmative-action, equal-opportunity employer.

Head, nonbook cataloging, University of Georgia. (Salary: minimum \$18,000.) Duties: manages the work of a section responsible for producing cataloging records for nonbook materials in various formats, subject areas, and languages; supervises the work of 7 full-time staff; performs original cataloging for an extensive collection of nonmusic audiovisual and microform materials. The cataloging department includes 11 professional and 23 support staff positions and catalogs over 52,000 titles yearly. The libraries' nonbook holdings include music scores and audiovisual materials as well as over 2 million microforms. Qualifications: MLS from ALA-accredited library school; supervisory experience; minimum one yr.'s original cataloging experience, preferably with nonbook materials and in a large academic or research library; knowledge of AACR, AACR2, and OCLC cataloging; ability to work with broad range of subjects and languages; good oral and written communication skills; ability to establish and maintain effective working relationships; knowledge of other automated systems applicable to technical services desired; strong interest in academic librarianship desired. Application procedure: send letter of application by March 15,

including resume and names of 3 references, to: Linda Green, Staff Services Librarian, University of Georgia Libraries, Athens, GA 30602. This position will be filled only if suitable applicants are found. An equal-opportunity, affirmative-action institution.

Head of cataloging, search extended. The San Diego State University Library is extending its search for a head of cataloging. Situated 30 miles north of the Mexican border and 120 miles south of Los Angeles, San Diego ranks 8th in size among the nation's cities. With over 34,000 students, the university is the largest of the 19 campuses that make up the California State University system. The library has a total collection of 900,000 volumes, and a staff of 35 professionals and 85 support personnel. Duties: coordinates all cataloging and processing activities for a library with annual monographic acquisitions of approximately 36,000 items, 11,000 subscriptions, and a total library budget of \$6 million. Supervises 20 FTE faculty and staff. Participates in development and implementation of online systems related to cataloging and database maintenance and enhancement. Performs some original cataloging. Supervises retrospective conversion project. Reports to assistant university librarian for access services and automation; participates in planning and development of overall policies, personnel planning, resource allocation, and long-range planning. Qualifications: MLS or equivalent from ALA-accredited school; other advanced degree desirable. Knowledge of AACR2, LCSH, MARC formats; substantial original cataloging experience in a large academic or research library; supervisory experience with an online bibliographic utility, preferably OCLC. Demonstrated organizational,

leadership, communications, and human relations skills. Familiarity with national trends in technical services and automation issues. Fulltime, tenure-track faculty position; rank and salary commensurate with qualifications and experience. Starting salary range: \$30,000 — \$40,000. Reappointment, tenure, and promotion require evidence of continuing professional development. Availability and deadline: to ensure consideration, applications should be received by Feb. 28. Appointment will be made as soon as possible following the closing date, but the position will remain open until filled. Please submit resume, letter of application, and names of at least 3 references to: Marti Gray, Ref: CA, San Diego State University Library, San Diego, CA 92182-0511. Equal-employment-opportunity, affirmative-action, Title IX employer.

Head of serials. The head of serials supervises 3 paraprofessionals and a large number of student assistants and is responsible for the overall administration of the serials department including budgeting, report writing, statistical analysis, long-range planning, automation planning, and public services. This position is also responsible for developing and supervising all daily serials control routines including check-in and claiming through the F. W. Faxon LINX system, invoice verification and processing, order and receipt control in conjunction with the automated acquisitions system, collection maintenance, and binding operations. The head of serials serves on the librarywide Automation Planning Committee and reports directly to the associate librarian for technical services and participates with that person and the other technical services area heads in overall division management. Required qualifications are: MLS; demonstrated supervisory skills; minimum of 3 yrs.' serials control experience; demonstrated oral and written communication skills. Experience with automated serials control and a 2nd advanced degree are preferred. Salary range: \$21,000 – \$23,000 for 9 mos. Librarians work 2 out of 3 summers with comparable compensation. Deadline for accepting applications: March 15. Appalachian State University, located in the northwestern corner of North Carolina in the Blue Ridge Mountains, has 10,000 students and is one of the 16 campuses of the University of North Carolina system. Send letter of application, resume, graduate transcript(s), and 3 names as references, including addresses and telephone numbers, to: Richard T. Barker, University, Boone, MC 28608. An affirmative-action, equal-opportunity employer.

Head, serials acquisitions department, University of Cincinnati Libraries. Responsible for the management of the centralized serials acquisitions function and related processing activities in the University Libraries system and for formulating goals, objectives, policies, and procedures. Reports to the director of access services. Supervises 6 full-time staff. Serves as liaison and consults with library staff in other departments, libraries. An online catalog will be up in the fall of '85. A contract has been signed for a circulation system. The head, serials acquisitions, is expected to take an active role in automating serial records. Qualifications: MLS from an ALA-accredited program; relevant professional experience and demonstrated interest in working with serials; demonstrated successful supervisory experience; experience with OCLC, other bibliographic utilities, and/or automated systems; reading knowledge of a modern European language, preferably French or German; demonstrated ability to work effectively in a changing environment and to work constructively with library staff in a participative organization. Minimum salary: \$20,000—rank and experience. Send resume with cover letter and names of 3 references postmarked by Feb. 28 to: Sharon Tuffendsam, Libraries Personnel Officer, 640 Central Library, University of Cincinnati, Cincinnati is an equal-opportunity, affirmative-action employer.

Head, serials cataloging section. The University of Minnesota Libraries — Twin Cities seeks applicants for the position of head of serials cataloging section, which is a unit within the serials management division of the central technical services department. The section includes 3 professional, 2 paraprofessional, and one clerical positions. Responsibilities: under the direction of the head of the serials management division, manages, organizes, and coordinates serials cataloging unit. Supervises, trains, and evaluates staft; monitors workflow; develops operations procedures; and acts as a liaison between the serials management division and other library units concerning serials cataloging. Performs original cataloging and classification of serials and analytics; revises serials cataloging by staft; and resolves complex bibliographic problems. Qualifications: requirements include ALA-accredited MLS, demonstrated managerial ability and communication skills, at least 3 yrs.' professional experience that include substantive serials cataloging, thorough knowledge of AACR2, LC classification, and LC subject headings, and experience in online cataloging systems as well as supervisory experience. Desirable qualifications include experience in a large academic research library, reading knowledge of one or more European languages, and automated serials cataloging/management. Appointment: the appointment is in the academic professional series at the Assistant Librarian rank. Beginning annual salary is at a minimum of \$24,000 depending on qualifications. Position available immediately. Application deadline (postmark) is March 8. Applicants should send a letter of application with detailed resume and names of 3 references to: Robert L. Wright, Personnel and Staff Development Officer, University of Minnesota is an equal-opportunity educator and employer and specifically invites and encourages applications from women and minorities.

Humanities bibliographer, Archibald Stevens Alexander Library. Available: May 1. Responsible for selection of materials to support instruction and research in the humanities (philosophy, classics, religion, German literature, comparative literature, drama, film, and some areas of history). Selection of current and retrospective monographs and serials. Acquiring and evaluating gift collections and working with potential donors required. Responsible for evaluation of the collections and budgetary management. MLS required. Advanced degree(s), scholarly record, competency in German and one other modern Western European language. Knowledge of the publishing industry and antiquarian book trade. Effective communication skills required. Minimum 3 yrs.' pertinent experience in an academic scholarly position with demonstrated experience in the humanities. \$24,192 minimum, dependent upon experience and qualifications. Faculty status, calendar-yr. appointment, TIAA/CREF, life/health insurance, 22 days' vacation. Submit resume and 3 sources for current references by March 1 to: Shirley W. Bolles (APP. 89), Alexander Library, Rutgers University, New Brunswick, NJ 08903. An equal-opportunity, affirmative-action employer.

Librarian, head of Forest Resources Library, North Carolina State University. Duties include library management, collection development, reference services, online searching, library instruction, and supervision of 2 clerical positions and 3.5 full-time-equivalent hourly employees. The library collection consists of 11,000 volumes, 620 periodical titles, 4,200 slides, and a large file of research and experiment station reports. Qualifications: applicants must have an MLS degree with a strong background in biological sciences, forestry sciences, or biological literature. Experience in a special library or a service-oriented academic library's reference department is required. Experience in computer searching of BIOSIS, CAB, and AGRICOLA is desirable.

Strong communication skills and demonstrated ability to manage and supervise are required. Benefits: 24 working days' vacation and 12 days' sick leave per year, state retirement, and group hospitalization and insurance programs. Position carries non-tenure-track faculty status and 12-mo. employment for term appointments of 2 – 5 yrs. Salary: \$21,000 minimum. Apply before March 15, submitting resume and names and addresses of 3 references, to: Don S. Keener, Assistant Director, D. H. Hill Library, North Carolina State University, Box 7111, Raleigh, NC 27695-7111. North Carolina State University is an equal-opportunity, affirmative-action employer.

Librarian of the Tozzer Library. Search continuing for individual to administer library of 152,000 vols. in fields of archaeology, biological and cultural anthropology. Located next to Peabody Museum, library is one of 11 units of Harvard College Library, serving Faculty of Arts and Sciences. Direction of 5 professionals, 10 support staff, and student help. Qualifications: MLS degree or equivalent with minimum 4 yrs.' significant professional library experience in academic setting, including administrative and supervisory experience; academic background in anthropology; interpersonal and communication skills. Librarian II (\$20,600 minimum) or Librarian III (\$25,400 minimum), depending on qualifications. Available immediately. Good benefits package. Resume to: Karen N. McFarlan, University Personnel Librarian, Harvard College Library, Cambridge, MA 02138. An equalopportunity, affirmative-action employer.

Librarian, reference. Open now; to be filled no later than July 1. General reference, requiring broad educational background, good oral and written communication skills. Coursework and/or experience in physical or biological science, or social sciences. Some work will also be required in online searching and bibliographic instruction. MLS from ALA-accredited library school; additional graduate degree or equivalent required for tenure consideration after normal 5-yr. probationary period of annual appointments. Faculty status, equivalent academic rank. Salary minimum of \$17,500 (entry-level), more for appropriate experience; excellent fringe benefits. Library of 600,000 volumes, staff of 63 (22 librarians), plus student assistants. Budget of \$2.342 million (\$749,000 for materials). Enrollment of 11,000. Send letter of application, resume, and references by March 1 to: Donald O. Rod, Director of Library Services, University of Northern lowa, Cedar Falls, IA 50613. The University of Northern lowa is an equal-opportunity, affirmative-action employer.

Monograph original cataloger, University of Georgia. Entry-level position. (Salary minimum \$16,500.) Duties: responsible to the head of the monographs cataloging section of the cataloging department for performing original cataloging of monographic materials in all subjects and languages. The libraries have an inhouse automated system, including an experimental online catalog. The cataloging department, comprised of 34 staff members, catalogs over 52,000 books, serials, microforms, and nonprint materials yearly. Qualifications: MLS from ALA-accredited library school; strong interest in academic librarianship; knowledge of AACR, AACR2, and LC classification and subject headings; ability to work with broad range of subjects; knowledge of one or more modern Western European languages, preferably including Spanish; familiarity with automated cataloging systems, preferably OCLC; good oral and written communication skills; ability to establish and maintain effective working relationships. Application procedure: send letter of application by March 8, including resume and names of 3 references, to: Bonnie Jackson Clemens, Assistant Director for Administrative Services, University of Georgia Libraries, Athens, GA 30602. The position will be filled only if suitable applicants are found. An equal-opportunity, affirmative-action institution.

Monographic cataloger: Northwestern University Library. Performs original and complex copy cataloging of monographs, including descriptive and subject cataloging, classification, and authority work, using AACR2, LCSH, DDC 19, and the MARC bibliographic and authorities formats. Works cataloged are from or about Africa, or by African authors. They may be on any subject, and in any of a variety of primarily Roman-alphabet languages. Cataloging and authority work are performed on Northwestern's NOTIS (Northwestern Total Online Integrated System) library automation system, for inclusion in the union online catalog and forwarding to the RLIN database. Some authority work may be performed for the Library of Congress's Name Authority Cooperative (NACO) Program. Qualifications: MLS from an ALA-accredited library school, working knowledge of one or more foreign languages, preferably including French. Cataloging experience using an automated system preferred. Some Africana background desirable, but not required. Salary: minimum \$16,000 (as of Sept. 1, minimum will be \$18,000), dependent on qualifications and experience. Applications received by Feb. 28 will be considered. Send letter of application and resume, including names of 3 references, to: Lance Query, Director of Library Research, Analysis, and Personnel, Northwestern University Library, Evanston, IL 60201. An EEO, AA employer.

Monographic cataloging librarian, SUNY College at Cortland. Supervision, planning, and coordination of monographic cataloging section. Coordinates use of OCLC terminals for all library needs. Undergraduate liberal arts college of 6,000 students located conveniently in beautiful central N.Y. near Cornell University and Syracuse. Library of over 300,000 volumes. Faculty status and responsibilities, calendar-yr. appointment, excellent fringe benefits. Position carries academic rank of Senior Assistant Librarian with starting salary of \$18,000 and up, depending on qualifications and experience. Minimum qualifications: master's in library/information science, knowledge of one foreign language, demonstrated supervisory skills and effectiveness in communication, interest in planning for automated systems. 2nd master's preferred. Applications must be received by March 1. Submit cover letter and resume listing at least 3 references to: Selby U. Gration, Director of Libs., SUNY College at Cortland, POB 2000, Cortland, NY 13045. SUNY/Cortland is an equal-opportunity, affirmative-action employer.

Reader services librarian, Science Library. Provide reference service, online database searching, and bibliographic instruction in the science disciplines. Includes collection development responsibilities. MLS and an undergraduate degree in science required. Knowledge of chemistry preferred. 1–3 yrs. reference experience in academic, special, or large, research-oriented public library required. Computer searching experience preferred. Excellent communication skills desirable. Minimum salary: \$17,000. Please send resume to: Rupert Gilroy, Associate University Librarian, Brandeis University, Waltham, MA 02254. An equal-opportunity, affirmative-action employer.

Reference librarian. General reference assistance, online bibliographic searching, participation in library instruction program. Requires ALA-MLS; strong academic background or experience in the sciences, technology, or business preferred. Reading knowledge of at least one classical or modern foreign language. Academic rank depends on education and experience. Minimum annual salary \$16,640, negotiable depending upon experience. Deadline for applications, March 15. Will fill position by June 15. Send resume, names of 3 references, and confidential graduate school file to: Milton Crouch, Assistant Director for Reader Services, Bailey-Howe Library, University of Vermont, Burlington, VT 05405. Equal-opportunity, affirmative-action employer.

Reference librarian. Large Judaica library. Duties include reference desk work, bibliographic instruction. Required are a knowledge of Hebrew, Yiddish desirable, background in Judaica, MLS, & familiarity with computers. Salary range \$13,600 - \$14,000. Send resume to: Box B-868-W.

Reference librarian, University of Georgia, Main Library. Entry-level position. (Minimum salary \$16,500.) The reference department includes 12 librarians and 3 support staff reporting to the head of reference. Duties: general reference service in social sciences and humanities with some weekend and evening work; preparation of bibliographies and guides; participation in bibliographie instruction programs and library orientation tours; reference collection building in assigned subject areas; online searching. Qualifications: ALA-accredited MLS; advanced reference courses in the social sciences or humanities or relevant experience; working knowledge of basic reference sources; ability to communicate effectively and to work well with colleagues and library users; interest in library orientation and bibliographic instruction; knowledge of computerized database searching; undergraduate degree in the social sciences or humanities preferred; reference desk experience preferred; demonstrated interest in academic librarianship preferred; working knowledge of at least one foreign language desired. Application procedure: send letter of application by March 15, including resume and names of 3 references, to: Linda Green, Staff Services Librarian, University of Georgia Libraries, Athens, GA 30602. This position will be filled only if suitable applicants are found. An equal-opportunity, affirmative-action institution.

Serials cataloger. The University of Arizona Library is seeking a librarian to fill the position of serials cataloger in the serials department. Serials catalogers perform original subject and descriptive cataloging for serials in a number of language and subject areas using AACR2. C subject headings, LC classification as well as some local classification schemes. Additional duties include problem resolution, recataloging and reclassification as necessary, and the training of support staff in copy cataloging. The position reports to the head serials librarian. Requirements include ALA-accredited MLS, working knowledge of at least one foreign language, preferably Eastern European. Experience with serials processing, AACR2, the MARC serials format, and OCLC or a similar utility is desirable. The beginning professional salary is \$17,200; a higher salary can be negotiated depending on qualifications and experience. Professional librarians at the University of Arizona are academic professionals and voting members of the faculty, have 12-topo. appointments with 22 days' vacation, 12 days' sick leave, and 10 holidays annually. Deadline for applications is March 15. Send letter of application, resume, and the names of 3 referees to: W. David Laird, University Librarian, University of Arizona Library, Tucson, AZ 85721. The University of Arizona is an EEO, AA employer.

2 positions. Land-grant university will have 2 positions available: 1) catalog, and 2) reference. Require ALA-accredited master's with academic library specialization. Prefer working experience with OCLC subsystems or equivalent and/or online subject database manipulation and/or computerized library processes. WILL CONSIDER EXCEPTIONAL BEGINNERS. Prefer backgrounds in pure or applied sciences, agriculture, engineering, business, computer science. Facility in Spanish a necessity for cataloger, helpful for reference position. Positions are tenure track with academic rank. Library is installing VTLS. Southwestern desert climate. Above-average fringe package. 12-mo. positions, salary negotiable from \$18,600 d.o.e. Begin July 1 or sooner. Applications postmarked Feb. 26 or sooner will receive first consideration but will be accepted until suitable candidates are chosen. Contact: James

Dyke, Director of the Library, Box 3475, New Mexico State University, Las Cruces, NM 88003. An AA, EEO employer.

#### LAW LIBRARY

Assistant law librarian (half-time, evenings and weekends). This professional position will provide an opportunity for a qualified librarian to work half-time while pursuing the JD degree. (Admission to the Law School is a requirement for successful candidates.) 2 positions available. Qualifications: MLS from an ALA-accredited library school; academic law library reference experience. Completion of a legal bibliography course, or equivalent knowledge of legal research materials and methods may substitute for the required reference experience. Responsibilities: provide evening and weekend reference assistance to Law School faculty and students, members of the Kansas Bar, and other library patrons; supervise evening and weekend library staff and operations; act as library liaison to individual faculty members; prepare location guides, signs, maps, indexes, and other tools to assist patrons using the law library; assume other duties as assigned by the assistant director or the director. Salary: \$7,500 (half-time minimum), commensurate with qualifications and experience. Application deadline: March 31 or until suitable candidate is identified. Position available July 1. Submit completed application consisting of resume and the names of 3 references to: Glen Peter Ahlers, Assistant Director, Washburn University, School of Law Library, Topeka, KS 66621; 913-295-6688. Washburn University is an equal-opportunity, affirmative-action employer.

#### LIBRARY EDUCATION

Dean, Graduate School of Library and Information Science, the University of Illinois at Urbana-Champaign. Academic credentials necessary for full professorial status; proven achievements/stature as scholar in diverse aspects of library and information science; ability to administer/participate in academic program of research/publication/instruction at the master's, Certificate of Advanced Study, and doctorate; ability to provide leadership; ability to represent interests of school within university/professional and community/outside agencies. Salary: \$50,000 minimum. Available Aug. 21. Confidential nominations/applications (including resume) by March 15 to: Richard Surles, Jr., Chair, Search Committee Graduate School of Library and Information Science, clo Office of Chancellor, University of Illinois at Urbana-Champaign, Swanlund Bldg., 601 E. John, Champaign, IL 61820; ATTN: Andreen Butler at 217-333-0574. AA, EO employer.

3 positions, Graduate School of Library and Information Studies, Queens College, Flushing, N.Y. Assistant or Associate Professor rank to teach, conduct research, and advise students. Expertise in one or more of the following: reference services, technical services & cataloging, subject bibliography, government documents, and information science. Knowledge of information technologies and ability to teach in the core curriculum required. Professional experience in specialty preferred. Doctorate in library/information studies or related disciplines; record of research and publication or demonstrated potential. One position available Sept. 1985, 2 available either Sept. 1985 or Feb. 1986. Salary range: Assistant Professor, \$21,650 – \$34,918; Associate Professor, \$28,212 – \$41,727. Apply by Feb. 15. Contact: Thomas T. Surprenant, Director, GSLIS, Queens College, Flushing, NY 11367. Queens College is an affirmative-action, equal-opportunity employer.

Interested in a temporary job/housing exchange? Reach your colleagues through AL's Professional Exchange classifieds.

#### MEDICAL LIBRARY

Collection development/information services librarian: faculty, tenure-track position. Reports to coordinator of technical services. Supervises 2 acquisitions technicians. Responsible for acquisition of books/journals. Participates in general reference, online searching, and bibliographic instruction. Required: MLS degree from ALA-accredited library school; MLA certification within 3 yrs. of employment. Desired: academic background in biological/health sciences, coursework and/or experience in health science librarianship. Rank and salary dependent on education and experience. Salary range \$16,000 – \$19,000. University of South Alabama Libraries is a member of SOLINET/OCLC and operates NOTIS, an integrated library system with online acquisition, cataloging, and circulation. Benefits include 20 days' vacation, university-subsidized insurance, state retirement, TIAA/CREF option. Applications will be reviewed beginning Feb. 28; position will remain open until filled. Submit resume and names of 3 references to: Mary Giles Peresich, Chair, Biomedical Library, Search Committee, University of South Alabama, Biomedical Library, Mobile, AL 36688. An EEO, AA employer.

Information services librarian: faculty, tenure-track position. Reports to coordinator of information services. Duties include general reference, online searching, and user education. Required: MLS degree from ALA-accredited library school; MLA certification within 3 yrs. of employment. Desired: academic background in biological/health sciences, coursework and/or experience in health sciences librarianship. Rank and salary dependent on education and experience. Salary range \$16,000—\$19,000. University of South Alabama Libraries is a member of SOLINET/OCLC and operates NOTIS, an integrated library system with online acquisition, cataloging, and circulation. Benefits include 20 days' vacation, university-subsidized insurance, state retirement, TIAA/CREF option. Applications will be reviewed beginning Feb. 28; position will remain open until filled. Submit resume and names of 3 references to: Mary Giles Peresich, Chair, Biomedical Library Search Committee, University of South Alabama, Biomedical Library, Mobile, AL 36688. An EEO, AA employer.

#### NETWORK

Executive director for the Greater Cincinnati Library Consortium (GCLC), a multitype library cooperative of 10 academic, 3 public, 6 special, and 10 school libraries. Responsibilities: stimulates, plans, and develops cooperative ventures among member libraries; takes a leadership role in planning and organizing library service within GCLC by defining and interpreting needs, and planning objectives; manages the workflow of the central office which serves as the focal point for consortium activities. Qualifications: MLS from an ALA-accredited school. 3 – 5 yrs.' library experience including progressively responsible experience in professional library management. Thorough knowledge of the principles, methods, and practices of library services and administration in all types of libraries. Demonstrated leadership abilities and oral and written communication skills. Familiarity with automated systems and networking. Strong grantsmanship skills. A political sense and good public relations skills necessary to establish and maintain effective relationships with member libraries, community leaders, agencies, and professional organizations. Salary: \$23,000—

\$26,000. Send letter of application and names and addresses of 3 references by March 5 to: Dan Alford, Chair, Search Committee, Media Services Department, Northern Kentucky University, Highland Heights, KY 41076. An EEO, AA employer.

MINITEX/OCLC services coordinator (MINI-TEX, a multistate resource-sharing network serving libraries in Minnesota, South Dakota, and North Dakota). MINITEX seeks a highly qualified, service-oriented individual to assume a key MINITEX/OCLC services coordinator position. Challenging, rewarding, will take part in developments that will affect libraries in the region for the next several yrs. RESPONSIBIL-ITIES: under the direction of the assistant director for OCLC and reference services, the coordinator will be responsible for the develcoordinator will be responsible for the development of training and support programs for various OCLC subsystems and M300 terminal applications. Working with other MINITEX staff this person will also provide consultation and problem-solving assistance to participants both in regards to OCLC and other MINITEX services. Included are plantice and provides a vices. Included are planning and conducting training sessions, workshops, and meetings, and telephone liaison; library site visits; and writing and editing documentation of OCLC services, training materials, and regular information. mational mailings. Use of a personal car will be required for this position. MINIMUM QUALIFICATIONS: master's in library science and 3 yrs.' professional library experience. At and 3 yrs. professional library experience. At least one yr.'s experience using the OCLC automated cataloging system, including the training of professional or support staff. Knowledge of cataloging principles and standards including experience and use of AACR2 and OCLC/MARC. Effective written and oral communication skills. Demonstrated organizational skills also experience. PDEF and OCLC/MARC. Ettective written and oral communication skills. Demonstrated organizational skills plus supervisory experience. PREFERENCE WILL BE GIVEN TO CANDIDATES WITH: experience with library networking and cooperative library services; working knowledge of automation, especially microcomputer applications; supervisory positions in technical services departments in academic or large public libraries; working knowledge of interlibrary loan procedures and acquisitions; flexibility and the ability to work well independently and under pressure. APPOINTMENT: the appointment is in the Academic Administrative class. Beginning annual salary is at a minimum of \$24,000 depending upon qualifications. Position available immediately. Applications must be postmarked by March 1. Applicants should send a letter of application with detailed resume and names of 3 references to: Robert Wright, Personnel and Staff Development Officer, University Libraries, University of Minnesota, 499 Wilson Library, 309 19th Ave. S., Minneapolis, MN 55455-0414. The University of Minnesota is an equalopportunity educator and employer and specifically invites and encourages applications opportunity educator and employer and spe-cifically invites and encourages applications from women and minorities.

2 positions available (member services librarians), NELINET, Inc. Responsible for OCLC implementation training and technical assistance for selected member libraries. Library experience with OCLC subsystems; familiarity with microcomputers and other automated systems desirable; strong interpersonal communication skills; initiative and ability to work independently; teaching, training, and writing experience desirable; ability to work with a highly motivated team of professionals in a network setting. MLS/ALA-accredited, salary \$18,000 – \$23,000 depending on experience. Available immediately. Send letter of application with resume and names of 3 references to: Linda May, Member Services Coordinator, NELINET, 385 Elliot St., Newton, MA 02164. An equal-opportunity employer.

#### PUBLIC LIBRARY

Administrator. Arrowhead Library System, a single-co. (population 140,000), federated public library system with 7 member libraries,

seeks an administrator. Duties include planning and administering a program of coordinated library system service; submitting recommendations on library policies and services; and formulating and administering the budget (1985—\$497,500). Requires strong managerial and financial abilities plus the ability to establish and maintain effective working relationships with member libraries, community groups, and public officials. MLS from ALA-accredited library school with 5 yrs.' professional experience, 3 of which must have been in a supervisory and administrative capacity. Salary negotiable from \$25,000. Resume and letter of application listing 3 references no later than Feb. 25 to: Search Committee, Arrowhead Library System, 17 N. Franklin \$1., Janesville, WI 53545. Equal-opportunity employer.

Children's/branch supervisor librarian for library system consisting of bookmobile, small branch, and central library serving 37,000 population. Will also be responsible for programming, displays, and staff supervision. Evening and Saturday work will be necessary at times. MLS from ALA-accredited library school. Experience preferred but not required. Starting salary: \$15,200. Send resume and 3 references by Feb. 28 to: Kathleen C. Rogers, Administrative Librarian, St. John the Baptist Parish Library, 1334 W. Airline Highway, LaPlace, LA 70068.

Children's librarian. Attractive children's department. Separate program room. Microcomputer for children. Variety of nonprint materials. Team of 4 f-t children's librarians and 3 f-t support staff. Serves children from birth through jr. high and their parents. Children's collection of 38,000 items. Library has a tradition of quality service and active use. 200,000 + vols. 55 f-t staff. Automated circulation system. Member of Capitol Region Library Council network. Qualifications: ALA-accredited MLS, skills in information and readers' advisory services, well-developed knowledge of children's literature—especially for older children, knowledge and interest in nonprint media, especially popular mass media, for intermediate and jr. high school children; strong interest in collection development. Comprehensive benefit package including 4 weeks' vacation. Salary range: \$14,000—\$20,630. Apply by Feb. 28 to: Laurel Goodgion, New Britain Public Library, 20 High St., New Britain, CT 06051; 203-224-3155.

Children's librarian. New entry-level position, responsible to children's services librarian. Duties include reference and information service, planning and implementing programs for children, and assisting in collection development. Evening and weekend work required. MLS from ALA-accredited library school. Salary: \$14,490 annually. Apply to: Children's Services Librarian, John McIntire Public Library, 220 N. Fifth St., Zanesville, OH 43701.

Children's librarian. Responsible for children's services in a countywide system including programming, collection development, public relations. Salary range \$13,806—\$19,630. ALA-accredited MLS required, experience preferred. For more information, contact: Pat Ryckman, Director, Chester County Public Library, Main & Wulie Sts., Chester, SC 29706. EOE.

Children's services librarian for library system serving public and school libraries in a 5-co. area. We need an energetic individual who is skilled in all areas of children's programming and is willing to spend part of his/her working day driving. Storytelling and puppetry essential. Candidates who play a musical instrument and have had experience in offering programs will be preferred. Minimum requirements: MS in LS and some experience in children's work. Salary range \$15,464 - \$20,373 plus 4 weeks' vacation and other fringes. Send re-

#### Director

Dillon County Library System in South Carolina. Immediate opening. Excellent opportunity to increase experience in public library administration and public relations in small developing library system. County library HQ, located in Latta, serves county population of 31,083 through main library, 2 branches, and one bookmobile. Less than hr.'s drive from Grand Strand beach area. Movement in and out of county along Interstate 95 & 20 smooth and rapid. ALA-accredited MLS required. One yr.'s professional public library experience required. Salary: \$16,344. Good fringes. Contact: Dillon County Library, 101 N. Marion St., Latta, SC 29565.

EOE

sume, including current references, to: Henry R. Meisels, Director, Corn Belt Library System, 1809 W. Hovey Ave., Normal, IL

Circulation librarian—main library. Major responsibilities of this position are the supervision of personnel and operations of the circulation department at the main library. This person will assist in the planning and direction of library automation and eventual supervision of an automated circulation system in a new central facility scheduled for completion in spring 1986. ALA-accredited MLS required; eligibility for certification by the North Carolina Public Library Certification Board. Salary \$17,252. Send resume and 3 references to: Pat Jones, Cumberland County Personnel Office, PO Drawer 1829, Fayetteville, NC 28302.

Coordinator of multitype library development for a regional library system serving 78 public, school, academic, and special libraries in 8 counties in west-central Illinois. Applicant must have strong interest in rural library development. Additional responsibilities in continuing education activities, selection of materials for children and young adults, and OCLC cataloging. Short-range travel is required. Minimum requirements: MLS (ALA-accredited preferred) or equivalent, understanding of small libraries, group leadership skills, and 2 yrs.' professional experience in at least 2 of the following areas: library development, OCLC cataloging, continuing education for librarians, children's or young adult library services. Experience in more than one type (school, public, academic, and special) of library is preferred. Specific job description available on request. Individual named to the position will be selected on a criterion combining experience, fields of expertise, and personal traits as well as formal education. Beginning salary range: \$14,452 - \$18,106 dependent upon experience and educational background. Excellent benefits. Send resume and letter of application before March 1 to: Karen Gray, Assistant Executive Director, Great River Library System, 515 York St., Quincy, IL 62301. Equal-opportunity employer.

Director: South Windsor Public Library, South Windsor, Conn., seeks a library director for a community of 18,000. Staff 13 FTE, collection 75,000. Qualifications: MLS from ALA-accredited school, 5 yrs.' supervisory experience, 3 of which must be in public library administration; extensive personnel background, budgetary and management skills. Minimum salary: \$25,000 plus benefit package. Open: June 1. Closing date for applications: Feb. 28. Send letter of application and resume to: Chair, Library Board of Directors, South Windsor Public Library, 1550 Sullivan Ave., South Windsor, CT 06074. EOE.

Director. West Springfield Public Library seeks a library director for a community of 27,000. Collection 90,000. Budget \$238,000. Staff: 5 full-time, 6 part-time. Qualifications: ALA-accredited MLS. Supervisory skills and ability to work effectively with staff and public essential. Responsible for budgeting and personnel administration, public relations, and planning. Salary range \$20,000 – \$24,000. Benefits. Resume to: Jane Griffin, Chair, Library Board of Trustees, POB 224, West Springfield, MA 01090. An equal-opportunity employer.

Documents librarian for partial depository library in north N.J., 22 miles west of N.Y.C. MLS with documents course or prior documents experience required. Starting salary \$15,500. Excellent fringe benefits. Send resume to: John A. Burns, Wayne Public Library, 475 Valley Rd., Wayne, NJ 07470.

Education information center librarian. Supervises operation of active, growing program in main library. Plans, implements, and evaluates career/education program. Provides career counseling in center, and to schools and juvenile detention facility. Supervises paraprofessional and volunteers. Energetic individual with good organizational ability, exceptional people skills, and strong commitment to lifelong learning. ALA-accredited MLS. Beginning salary \$20,760. Excellent benefits. Application deadline Feb. 15. Call or write for application. Send resume, application to: Administration Office, Spokane Public Library, West 906 Main Ave., Spokane, WA 99216; 509-838-4284. EOE.

Head of adult tech. svcs. MLS, prof. exp. pref. Supervises 3, cataloging, processing, adult, AV, ILL, pub. computer, periodicals. Participates in adult ref., collec. dvpt., main't. Member of mid-mgmt. team. \$14,560, 22 days' vac., 10 pd. holidays. Deadline: Feb. 28. Apply to: Judith Coleman, Tuscarawas County Public Library, 121 Fair Ave. NW, New Philadelphia, OH 44663.

Librarian II, branch supervisor, Ysleta Branch (search extended). Serves as the supervising librarian of the branch library. Under the direction of the coordinator of extension services, performs professional library services in meeting public needs and demands for library services and materials in a branch library. Salary: \$21,053 — \$25,472. Texas has no state income tax. Required: ALA-accredited MLS and 2 yrs.' directly related postgraduate public library experience and ability to read and speak Spanish fluently (proficiency will be tested). Knowledge and understanding of the Spanish-speaking community and its particular needs for library and information services desirable. Apply by Feb. 15 to: Personnel Officer, El Paso Public Library, 501 N. Oregon, El Paso, TX 79901; 915-541-4865. An AA employer.

Librarian II, Phoenix, Ariz. Salary \$22,526—\$30,326. 1) Librarian II, literature specialist. Assists patrons selecting materials, prepares bibliographies, and handles reference and research requests in the arts and humanities section. Requirements: 2 yrs.' professional-level experience with at least one yr.'s experience in literature and a master's degree in library science. Master's degree in literature desirable. 2) Librarian II, government documents specialist. Manages the federal depository collection of over 200,000 vols. Handles reference and research requests, assists patrons and staff in use of documents. Requirements: 2 yrs.' professional-level experience with at least one yr.'s experience managing a comparably sized U.S. documents collection and a master's degree in library science. Applications accepted until selection is made. Subject to closing without notice. Apply to: City of Phoenix, Personnel Dept., 300 W. Washington, Phoenix, AZ 85003; 602-262-4652. EOE, MF.

Library director, City-County Library of Missoula, Mont. The successful candidate must possess managerial and technical proficiency in the following areas: modern librarianship and public library administration, management and

supervision, budgetary preparation, computer and interpersonal skills. Must communicate well with staff, Library Board of Trustees, government officials, and public. Qualifications: MLS from ALA-accredited institution, plus 5 yrs.' progressively responsible experience in public library work, including 3 yrs. in administrative and/or supervisory capacity. Salary: commensurate with experience and qualifications. Range is \$24,000 – \$32,000. Starting date: June 1. Send letter of application, resume, and 3 letters of reference by March 15 to Department of Personnel, Missoula County Courthouse, Room 160, Missoula, MT 59802. An equal-opportunity employer.

Library director, city of Beaumont, Tex. Main library and 2 branches plus separate genea-ology/local history library. Budget \$1,353,480; staff 32 FT. Requires MLS from ALA-accredited school and extensive experience in professional library work, including considerable supervisory and administrative experience. Salary range in the \$30s. Excellent fringe benefits. Deadline for applications: Feb. 28. Send resume and references to: City of Beaumont, Personnel Office, POB 3827, Beaumont, TX 77704. Equal-opportunity employer.

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Senior cataloging librarian. Supervises cataloging/processing bureau under the head of technical & automated services. Requires 2 yrs.' experience in the delivery of library-related services and an ALA-accredited MLS degree. Experience in supervising, and with OCLC, AACR2, Dewey Decimal, and LC Name and Subject Authorities. Starting salary range \$20,712 - \$22,872 plus excellent benefits. Apply to the: City of Virginia Beach, Department of Personnel, Municipal Center, Virginia Beach, VA 23456. EOE, MF/H.

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Southwest regional library manager. Regional library manager for new 20,000 +-sq.-ft. public library facility under design. Responsible for development of the collections and establishing community relations. Scheduled opening by summer 1986 with FTE staff of 13. Salary range: \$22,956 - \$30,756. MLS from ALA-accredited college/university with minimum of 5 yrs.' professional experience in progressively responsible positions with the supervision of other professionals. Collection development experience essential. Public library experience preferred. Deadline for receipt of resumes: March 1. Send resume to: Personnel Department, City of Fort Worth, 1000 Throckmorton, Fort Worth, TX 76102.

Technical services librarian. Supervises processing, COM catalog production, microcomputer inventory/circulation system. Trains staff/volunteers, assists with selection, provides technical assistance to 11 branch/affiliate libraries. Requires ALA-accredited MLS. Starting salary \$13,500 - \$15,700 d.o.e. with regular merit increases. Bisbee is an historical Western mining community with ideal mountain/desert climate and friendly small-town atmosphere. Position open until a qualified applicant is selected. Call Donna Gaab, Director, at 602-432-5703 x500 or send resume to: Cochise County Personnel Dept., POB 106, Bisbee, AZ 85603.

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3 positions. Librarian III: 2 positions available. Requires master of library science (MLS) and 4 yrs. 'public library experience of which 2 ys. were in supervisory capacity; library automation experience preferred. One position responsible for Cape Coral Library in rapidly growing community with staff of 5 and over 100 volunteers; other position head of technical services dept. using OCLC/SOLINET for cataloging and ILL; also is responsible for all future automation plans; \$19,725 – \$29,280. Librarian I: requires MLS; edits online OCLC records and does some original cataloging online; \$16,190 – \$24,032. Contact: Lee County Personnel, POB 398, Fort Myers, FL 33902; 813-335-2245.

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Cataloger/reference librarian. Position in art museum library beginning July 1. Minimum qualifications: ALA-accredited MLS and one yr.'s experience cataloging, using AACR2, LC classification and subject headings; BA in art history or humanities; ability to interact and communicate with the public when the art reference librarian reports, requires assistance in providing reader services. One-yr. appointment with strong possibility of continuing on staff at end of appointment yr. Salary range \$15,000 - \$17,000, depending on qualifications and experience. Competitive benefits. Send resume, letter of application, and 3 references by May 1 to: Diana Wilson, Henry E. Huntington Library and Art Gallery, 1151 Oxford Rd., San Marino, CA 91108.

Institutional library services coordinator. Provide and direct institutional library service for a medium-sized security prison serving 800 male prisoners at Sheridan, III. Requires an ALA-accredited MLS with 3-5 yrs. professional experience in public, school, academic, or institutional libraries. Knowledge of OCLC, CLSI, and legal materials helpful and a valid driver's license is required. Salary: \$18,980 - \$22,020 depending on experience. Benefits include paid hospitalization and life insurance, 20 vacation days, and 15 holidays. The Sheridan Correctional Center Library is a part of the Starved Rock Library System which has headquarters at Ottawa, III., located 85 miles southwest of Chicago. Send resume, placement records, references, and transcripts to: Richard E. Willson, Executive Director, Starved Rock Library System, 900 Hitt St., Ottawa, IL 61350.

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Consultant, continuing education, Colorado State Library. Coordinates, plans, conducts, and evaluates continuing education activities in Colorado in cooperation with professional associations, regional library service systems, postsecondary education, and other CE providers. Maintains direct contact with various agencies concerned with continuing education and human resources development. Coordinates the development and maintenance of continuing education and personnel resources such as an information clearinghouse, jobline, continuing education and personnel resources such as an information clearinghouse, jobline, continuing education calendar, talent bank, personnel policy files, etc. Conducts appropriate studies, research, etc., on personnel issues; edits and publishes the CSL newsletter. Coordinates the production of other CSL publications and news releases. Participates in the development and submission of grant proposals to obtain additional funding for continuing education activities. Library development consultants at the Colorado State Library are expected to provide consultative assistance in one or more additional areas of expertise to the state library staff and all types of libraries in the state. For example, grant writing, marketing, long-range planning, microcomputer applications in libraries, collection development, etc. MINIMUM QUALIFICA-TIONS: master's degree from an American Library Association—accredited library school or an equivalent media master's degree preferred, bachelor's degree required. Minimum of 3 yrs.' professional library experience after the required education in a large or medium-sized public, academic, special, or school library. Demonstrated ability to perform research, to conduct workshops, to write effectively with librarians, staff, and governing authorities of libraries. Knowledge of library manpower issues. Applicant must be willing to travel up to 50 percent of the time. IntTIAL SALARY RANGE: \$17,961—\$25,517. Application materials must be received by 4:30 pm on Feb. 15. Send letter of application and transcripts, as well as a resume and letters of reference which specifically address the ma

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about 2 percent to 6 percent of all applicants, but he contends the low rejection rate is misleading.

"We do a lot of pre-screening first," he says. "We don't send a lot of applications out to everyone who calls in. We counsel a lot of people out. I don't think that's a solid justification for saying quality was down."

In fact, he says, the percentage of graduate library science students with "A" grade averages increased from 29 percent in 1974 to more than 60 percent in 1983. Even allowing for the grade inflation common on most campuses, Franckowiak says the quality of students in the library school was clearly going up.

Pfinister says the program review committee also was concerned about whether the library school would be able to generate enough enrollment to justify the cost of faculty salaries and the computer equipment needed for an increased emphasis on information management. The library school, he says, was viewed as a "net drain on financial resources."

Franckowiak notes, however, the concern about the library school's future growth had been addressed in a 1981 proposal to create a "college of information management" at DU, which would have combined undergraduate and graduate programs in library science and communications technology. Franckowiak says the proposed new college would have been unique and probably would have been a major drawing card attracting students to DU, but the proposal wasn't accepted by the administration.

Although the meetings of the program review committee were conducted behind closed doors, Franckowiak says the library school may have been the victim of academic jealousy from other departments wanting to teach information management, which often is viewed as a highgrowth educational business for the rest of this century.

#### The 30-minute defense

By May 14, when Franckowiak and other library school officials had responded to the two sets of questions from the program review committee, only five weeks were left until the reorganization plan was to be announced. Three days after submitting his answers to the second group of questions, Franckowiak was invited to make a 30-minute presentation to the program review committee. In his presentation, Franckowiak stressed the future of information management, discussed the role of the library school in training librarians for the western United

"The experience of the University of Denver library school shows what can happen when a library education program doesn't get a chance to present its case to a university administration bent on reorganization . . . and when a library school is shut out of deliberations about a university's future."

States, and answered questions.

He came away from the meeting concerned that the committee didn't entirely understand the nature of library science or the DU school. "There was no representation of the (library) school on that panel. It was weighted heavily toward arts and sciences and business," he says.

In the next two weeks, as Franckowiak continued to worry that the committee lacked a full understanding of his school, he lobbied to include a former library dean on a group reviewing the committee recommendations. When membership of the 11-person final review committee was announced, however, no one with a background in library science was included.

Even while the final review committee met during a mountain retreat the week of June 11, Franckowiak had no idea the fate of the Graduate School of Librarianship and Information Management hung in the balance. At worst, he thought the plan might involve some shuffling of the administration of the DU graduate schools.

"At no point did anyone talk about the possibility of eliminating the whole unit. There was never any negotiation," he says.

In fact, Franckowiak was encouraged by university administrators to go ahead with his trip to the ALA Annual Conference in Dallas in late June, a trip Franckowiak had planned for months to recruit two new faculty members. Before he left Denver, he arranged for a telephone conference call with university administrators the morning of June 21, when the reorganization plans were to be announced.

It was during that call, just a few hours before reporters were to attend a public announcement of the reorganization, that Franckowiak first learned the library school would be closed. He was forced to scramble to notify faculty members before they heard the news on a television broad-

When Franckowiak got back to Denver

a few hours later, he found the DU administration set against any discussion or negotiation of the reorganization.

"The process was set up so that there was no way to object," he says. "What I resent is the closed nature of the process, the lack of negotiation."

Students, shocked by the announcement that their school would close in slightly more than a year, began scrambling to finish degrees, although many will have problems because they work full-time. Faculty began sending out resumes.

Franckowiak, meanwhile, gathered a group of library professionals and began looking for a public university in Colorado willing to house the library school. The program should be attractive, he says, because it attracts large numbers of out-of-state students providing a financial windfall to a state-supported university. The process so far, however, has been frustrating.

DU Chancellor Smith pledged support to the effort to find a new home for the school, but Franckowiak says little support has been forthcoming. Franckowiak has had indications from the University of Colorado and the University of Northern Colorado authorities that either of those state universities might be interested in housing the library school, but neither has made a decision. "We have made desperately slow progress," Franckowiak says.

Pfinister, meanwhile, says DU officials might be willing to reverse their decision if state or regional education officials would help pay the cost of a library school that benefits the entire region. But, he says, "We haven't had anyone come along saying, "We're willing to support it."

And the vice chancellor says no one was happy about the decision to eliminate the DU library program.

"There's no question about the academic qualifications of the faculty. It's just that we couldn't maintain the program. It was a step that was taken with great reluctance," he says. "It's almost like cutting off an arm."

# youthreach \_\_\_\_

# Taming the library "monster"

A new twist to an old game promotes a public library as an inviting place

#### by Lawrence Olszewski

nce upon a time there was a big monster who lived in the Main Library in downtown Columbus, Ohio. It would frighten all the people who entered its home—especially the young ones who had never seen it before. Therefore the call went out to the far corners of the county for brave boys and girls to help tame the monster. And answer the call they did!

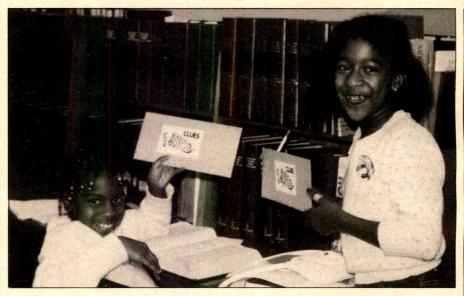
A perennial concern of librarians is how to help the public in all age groups overcome the fear that an ominous marble building in the Carnegie tradition instills in potential patrons. School librarians in particular realize that by squelching the fear early, children will become lifelong library users. To how many librarians, however, has the thought of introducing students to the demons of the Dewey Decimal System sent shivers racing up and down the spine? Has trying to explain the secret codes of the Readers' Guide brought on the temptation of premature retirement? The Public Library of Columbus and Franklin County has devised for youngsters a highly successful method of teaching basic library skills that combines learning

The basic premise of "Taming the Library Monster" is that of a favorite childhood game, the scavenger hunt. Participants seek out answers to a series of interrelated, self-directed clues that lead them through the mazes of the library.

The library staff created two sets of clues for the project. One set, designed for lower elementary school grades, consists of six questions that ask the participant to perform one activity and retrieve one answer. The other set contains 10 questions and combines activities

For example, a fourth-grade class might be asked to find the "A" volume of the World Book Encyclopedia, turn to the article on the Amazon River, and tell what the accompany-

Lawrence Olszewski has spent six years at the Public Library of Columbus and Franklin County (Ohio) since graduating from Kent State library school in 1978. He works in the Business and Technology Division and coordinated the scavenger hunt.



Two successful monster tamers from Olde Orchard Elementary School proudly display their clue cards as they interrupt their study of the Readers' Guide.

ing picture illustrates. On the other hand, a seventh grader would be asked in addition to find a certain piece of information about the river, either in the *World Book* or in another reference book, or to find relevant information on the subject in another area of the library. For example, the student might use the catalog to find call numbers for books on the Amazon and locate them in the library.

#### All library divisions involved

Because this is a cooperative project between the Magazines & Newspapers and Business & Technology divisions, its main focus is the social, pure, and technical sciences (300s, 500s, and 600s), and periodicals. All divisions of the library, however, are involved in some part of the hunt. Clues are designed to orient the children to the layout of the building, especially to "adult" sections where they most likely have never set foot, and help them use the resources in those sections.

The hunt also guides them in finding information from various sources lurking in the monster's lair, with emphasis on reference books, encyclopedias, and indexes.

Each series of clues deals with certain types of "monsters," either mythical or real; the subjects run the gamut from computers to cars, drugs to dragons, ships to sharks. The animal kingdom contributes such monsters

as squids, spiders, and Gila monsters. Meteorological disasters such as tornadoes also qualify as monsters. Sequoias are "monster" trees; Jupiter is a "monster" planet. In the realm of movie monsters, the scavengers may have to identify the recalcitrant computer in 2001: A Space Odyssey, find information on the making of the Wizard of Oz, or locate a still of the ferocious battle with the giant squid in 20,000 Leagues Under the Sea. Video games, robots, Modest Mussorgsky's Night on Bald Mountain-such disparate elements all fit into the "monster" paradigm. The scheme offers enough variety to take the hunters from one end of the monster's domain to the other and stimulate their curiosity along the way.

The original target group for the project was the fourth and fifth grades of the Columbus Public Schools; later the middle schools, suburban schools, and the Columbus Catholic Diocese Schools were added. Eventually we invited other youth groups such as the Scouts, and private institutions.

#### Making the first pitch

First, the library sends brochures to the elementary school teachers, briefly outlining the project and stressing its educational importance. Teachers contact the library to set up a visit. The library then mails a teaching aid packet that includes library card applications and a few sample clues and

#### Don't miss out on this year's tax breaks for

#### Librarians

#### Now! For the first time, a sensational new tax guide written by a former IRS tax lawyer especially for librarians

Many people think that Congress and the IRS have closed virtually all of the tax loopholes that have over the years benefited large corporations and very high income individuals. That's not true. There are a lot of tax loopholes left. For various reasons Congress and the IRS have decided to leave open a number of "legal" tax loopholes. Here are just a few examples of how these legal loopholes have benefited large corporations, high income individuals, and even government officials:

- \* In one year IRS records showed that 155 individuals earning over \$200,000 paid no taxes at all!
- \* One corporation earned nearly \$7 billion in profits and not only paid no taxes but got back a \$283 million refund.
- \* Twenty of the largest banks in the country pay less than 3% of their earnings as taxes.
- \* Former Attorney General William French Smith invested \$16,500 in a tax shelter deal that netted him \$66,000 worth of tax deductions in one year alone.

#### WHY YOU CAN'T GET IN ON THESE TAX SHELTERS AND TAX LOOPHOLES

Because you don't know about them. Each year millions of modest and middle income taxpayers pay more taxes than they are legally required to do because they don't know the law. For example, did you know that there are over 2,000 tax deductions that you may be eligible for. Half of these are deductible even if you don't itemize.

The reason you don't know about these tax breaks and loopholes is the complexity of the Tax Code. The Tax Code contains over 50,000 different provisions. Hidden in this maze are thousands of tax loopholes and tax breaks. But you have to know how and where to find them. The IRS won't tell you and chances are your accountant or tax preparer doesn't know about most of them.

Only smart tax lawyers who specialize in this very complex area of law are able to spot these tax loopholes and manipulate them to the advantage of their high paying rich and corporate clients. These lawyers are not about to tell the general public about these loopholes for fear that if too many people use them Congress would close the loopholes.

#### NOW, FOR THE FIRST TIME, YOU TOO CAN BENEFIT FROM TAX SHELTERS AND TAX LOOPHOLES

Don Stevenson, MBA, JD, a former Internal Revenue Service tax lawyer, who specialized in tax shelters and tax loopholes, is now one of the nation's leading tax experts on tax breaks for librarians and educators. Mr. Stevenson says, "Most people do not realize that there is a difference between 'abusive tax shelters' which the IRS will attack and 'legitimate loopholes' which the IRS will permit. There are hundreds of safe legal loopholes available to professionals, especially librarians." To prove his point, last year Mr. Stevenson's total income was almost \$100,000 (joint return). Using only a handful of simple legal tax loopholes, he paid less than \$2,000 in taxes.

Over the many years of working with the IRS, Mr. Stevenson has carefully scrutinized every successful and perfectly legal tax dodge, angle, scheme, shelter, and loophole used by the best and most ingenious tax lawyers in the business. These are set out in our powerful new book, TAX SHELTERS ARE FOR EVERYONE. Co-authored by Sara E. Stevenson, PhD, this superb book explains in simple plain everyday language how librarians can legally pay less taxes. This 600-page book is packed with hundreds of tax saving ideas for librarians and is complete with sample filled-in returns and schedules based on the latest changes in the tax laws.

#### TAX SHELTERS ARE FOR

EVERYONE does not just explain the tax laws like other tax books on the market today, but it explains how librarians can manipulate the law legally to their advantage. For example, it shows librarians how to save taxes by:

- \* Getting the most out of your medical deductions,
- \* Writing off the cost of your house, car, and home computer,
- \* Qualifying for a child care credit even if you don't have children,
- \* Taking deductions for entertaining friends and relatives,
- \* Getting Uncle Sam to pay for your vacation and your children's college education.
- \* Taking the earned income credit even if you're single and earn \$20,000,
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- \* Beating an IRS audit.

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#### Youthreach

answers. The pedagogical principles behind these puzzlers are explained so that the teachers can prepare their classes in advance.

On the big day, a staff member greets the class and passes out maps of the Monster's Haunt (the library floor plan) and instructions on how to use the ComCat and the periodical indexes.

First the students are given a 20-minute tour of the three floors of the monster's den. All are encouraged to follow along on their maps, much the same as if they were helping mom or dad find the route on a road map. The tour guide highlights only those features that appear on the clues, omitting materials extraneous to the mission. After the tour, the children are free to combat the "monster." Children work in pairs. Each child in a pair has the same set of clues as his partner, but other classmates have different clues. In this way, two children help each other with reading the clues, operating the machinery, and finding their way around.

#### Some snafus at first

As expected, there were a few snafus at first. Some books were on the top shelf, way beyond the reach of many four-footers. Information given in indexes had changed since the clues were written. These problems

were solved easily. Books on lower shelves replaced the higher placed one. Rephrasing questions from "How many are there . . . ?" to "Find an article about . . ." alleviated the dilemma of finding information subject to change.

Witnessing the children at work trying to tame the beast stands out as the highpoint of the entire "monster" experience. "Oh, boy, this is going to be fun!" was a comment the staff heard more than once.

The library gave out no reward at the end, the treasure being a better understanding of that "monster" of a building, the downtown public library. Depending upon the age level of the class, the number of clues each student answers varies. Most classes finish in the allotted two hours. A precocious few request a second packet of clues! Some teachers come up with their own prizes for those who bag the most "monsters" or who finish the hunt first.

At the conclusion of the exercise, teachers are asked to evaluate the project. As a result of the initial evaluations, a few minor changes were made. Most of the respondents commented on the high interest level of the questions, but thought a few were difficult for the age level. The difficulty of some questions has since been modified, resulting

in the two basic sets of clues mentioned

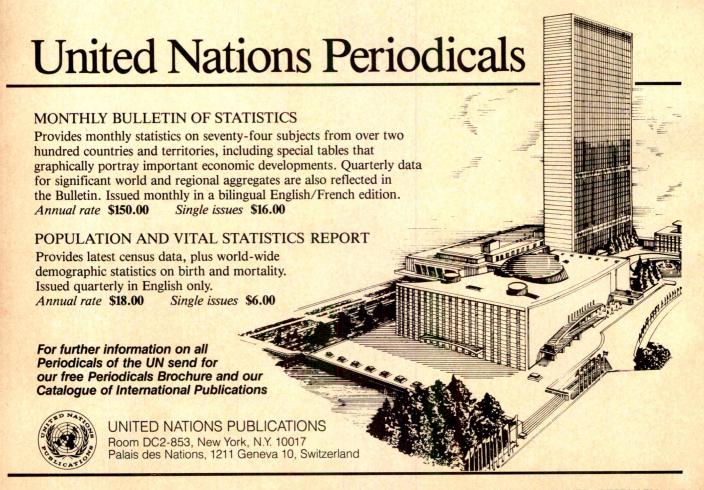
Not only did several teachers make a point of thanking the library for undertaking the project and inviting them, but a few even asked about bringing classes back next year.

#### Adaptable to different groups

The "Taming the Library Monster" concept is so open-ended that, with a few changes and alterations, it could be adapted to almost any library environment, including branches and smaller libraries. As proof of the project's versatility, it even received an enthusiastic reception from teachers of a learning disabled class. Besides children of all ages, potential target groups include senior citizens, with clues catering to their interests, and nonreaders, who can discover, with the assistance of a literacy council, that using the library need not be traumatic.

During the first year of the project in 1984, 14 groups participated, a total of 376 persons, including teachers and parents. The groups averaged 32 children.

Anyone interested in adapting this program to a particular library setting or group should contact me for further information at the PLCFC, 96 S. Grant Ave., Columbus, OH 43215-4781.



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# Can online catalogs be too easy?

# User-easy is not user-friendly if progressive learning and system mastery are sacrificed

#### by Linda Arret

SER-FRIENDLY" IS THE term of the day in the online industry, and we librarians are right out front in our own drive to make online public access catalogs (OPACs) as easy as possible to use. Yet I wonder: Does it help our users for us to say that anything a system can do is better than the users doing it themselves? We may be short-changing our users not only in search results, but in searching ability, with systems so simple to use that learning cannot occur.

What have our users told us so far about this, and what can we derive from other disciplines to help us design systems and library environments that encourage intelligent and independent searching?

#### User in a daze

I doubt that the user who came to me last week lost in the maze of our message DFH2001I INVALID TRANSACTION IDENTIFICATION PLEASE RESUBMIT 12:03:13

was all that happy to know the time of day when she couldn't figure how to start her search. And although she may sense it, she probably does not know that the amount of information is doubling every five years and that reference questions in libraries were up 64 percent between 1979 and 1982.

In fact, the reference apparatus has also grown and become more complex. With online systems, a library's catalog may be only one of the many files available on a large system comprised of automated versions of our traditional reference sources. The Library of Congress Information System (LOCIS) may be a peek into the future in this respect; it has legislative, current

Linda Arret is automated reference services specialist at the Library of Congress. The views expressed are the author's, and do not necessarily represent those of the Library.

events, and organization files in addition to the catalog. Yet, even those files with more and direct subject terms are no easier to search than the online catalog.

What user could ever approach a card catalog for All the President's Men and find it by looking under ptk all,t,p,m, a compression command in LOCIS not unlike those in many other OPACs. D.H. Lawrence may be searched in these OPACs in a number of ways:

AU; david herbert lawrence AUT/lawrence david herbert lawr,dav,h ppnk lawre,d b lawrence, d.h. (david her.

b lawrence, d.h. (david herbert)

"Though users may well have some retrieval success with a menu, they rarely develop mastery or even competence."

As Patrick Wilson has noted, the number of permissible search requests (and permissible search commands) has multiplied along with the amount of information.

Into this world of more information, we introduce the complex technology of the OPAC, and our users are telling us two things above all: they want to feel in CONTROL of their searching, and they want to be able to LEARN and RELEARN a system easily. Yes, users want everything in the bibliographic universe to be available. They want better subject searching, call-number searching, and services such as circulation status. But to single out any one of these features or others at the expense of control and learning is not to improve our users' ability to manipulate the increasingly complex universe of information and catalogs. Improve command and control on the one hand, and learnability/relearnability on the other, and nearly all the other features mentioned as desirable in the 1982 Council on Library Resources (CLR) OPAC study will begin to fall into place.

#### Shortcuts—at a price

Lately, however, the drive for easy-touse systems has taken several other directions: menu systems, natural-language systems, term weighting, command-language standards, microcomputer frontends.

What librarian has not heard of at least one of these: After Dark, CONIT, Knowledge Index, Sci-Mate, IIDA, Search Helper, Search Master, PRIMATE? These are all micro or other front-end systems that may be moderately successful in getting the end user into the system, but that frequently do not make all the vendor databases or the commands available, and rarely leave the users with the sense of mastery that comes from the process of learning.

In addition, the popularity of systems such as NEXIS and the common belief that the commercial database vendors have done it right have given rise to a new wave of key or component-word searching. But these searches may not prove any more helpful.

At LC the number of component-word searches has tripled in five years, yet still more than one-third of these searches return no records. The user who came in the other day and typed the key-word search find test tube babies accurately retrieved five books including an irrelevant short story collection; the apparent simplicity of the search did little to teach him that FERTILIZATION IN VITRO, HUMAN would have done better.

The 1982 CLR study tells us that although in key-word systems users do more subject searching, there is no increased feeling of success or satisfaction, and there are relative disadvantages in less command and control.

Taking key-word searching further into natural-language and artificial-intelligence systems still may not guarantee fruitful human-computer interaction for



bibliographic searching. "I'm looking for resources on industrial stress" has the semantic ambiguity that such systems have trouble handling, particularly in large heterogeneous files searched by heterogeneous users of libraries.

The goal of making searching easier by removing the so-called unnatural constraints of a structured command language is admirable, but it may create the wrong impression that the system "understands." Indeed, the work that a natural-language system does to answer a bibliographic inquiry is inevitably more difficult for the searcher to understand.

Some experiments summarized by S.L.

"The goal of making searching easier by removing the so-called unnatural constraints of a structured command language is admirable, but it may create the wrong impression that the system 'understands.'"

Ehrenreich<sup>2</sup> suggest that working with restricted syntax is as easy as with unrestricted syntax, and that users with restricted vocabularies can solve problems as quickly and accurately as those with unrestricted.

Menu systems are still another attempt to make OPACs easy to use, but they have their own problems. Supposedly a major advantage of menus is that they eliminate the need for training and memorization by prompting a user through a search. Though users may well have some retrieval success with a menu, they rarely develop mastery or even competence.

The CLR study indicates that the excel-

"A menu system, perhaps by discouraging memorization and learning and by encouraging users to underestimate the capabilities of a system, may provide no incentive for progression to more sophisticated searching."

lent University of California MELVYL menu system caused as much difficulty as its command system, and that even after a year of system operation, two-thirds of the users still had not moved from the menu to the more powerful command mode.

Experiments at the University of Wisconsin-Stout<sup>3</sup> suggest that many searchers with an easy-to-use front-end menu system still need instruction to develop and create a good search.

A menu system, perhaps by discouraging memorization and learning and by encouraging users to underestimate the capabilities of a system, may provide no incentive for progression to more sophisticated searching. Yet, users have told us they want this sophistication in order to control and modify retrieval results.

#### Earning skills the old-fashioned way

So, in a range with natural language at one end providing a kind of free-form searching, and menu systems at the other providing a structured but usually unimaginative approach, we are still leaving our users in the lurch. But an old-fashioned answer is still available. It is evident from our year-old training program and other programs at LC and from the CLR survey that searchers want instruction and want to learn.

For example, if the system can automatically substitute an authorized term for a not-authorized subject term, searchers want to know this is happening; they do not want it to be completely hidden. Also, when records are retrieved, users want a display of the headings they've just used to get these results. They search better when this display is available.

Just as important, searchers are not passive. They will induce rules or structure from their experience, and on their own they will create mental models of systems they use.

Christine Borgman's dissertation work at Stanford clearly indicates that users given conceptual models of a bibliographic system handle complex tasks much better than those taught to go from one step to the next.

The model learners can find their way out of error conditions (the CLR study

shows that frequently an error is followed immediately by another error), can imagine and generate methods for complex interactions such as Boolean combinations, and can keep track of search progress. They can employ their own capacity to learn and can control the search.

We've found at LC that a system lending itself to models is significantly easier to teach. LOCIS consists of two systems each with sophisticated options. One has compression commands that are difficult to comprehend, and powerful component-word commands that are deceptively and dangerously easy. The other exploits similarities to card catalogs as well as incorporating other features unlike cards that are easy to conceptualize. Though commands here are procedural and may be memorized by rote, searching encourages some conceptual understanding and provides opportunities for users to rehearse and encode and remember the search process.

Even better, for our complex, multifile, multisearch system, our person-to-person training sessions provide the human element to help make basic and sophisticated searching easier to learn. John Naisbitt's high-tech high-touch principle is at work here.

#### True mastery

In the world of high technology nothing happens as fast as the futurists say it will. Even the state of the art in artificial intelligence appears not yet ready to handle the real-world diversity of a library

"The drive for easy-to-use systems has turned to menu systems, natural-language systems, term weighting, command-language standards, microcomputer frontends."

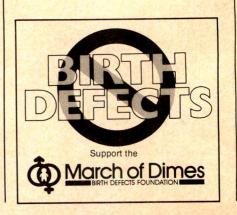
environment. For a long time to come it would seem that human involvement will provide the best resource for teaching and will result in the highest measure of learning, success, and satisfaction.

Until the time our catalogs can be truly user-friendly by encouraging searchers to learn and control and relearn (as, for example, the National Library of Medicine's CITE may be doing), making systems too easy is not in our users' or our own best interests. User-friendly is not user-easy. We are not being friendly to our users when we discourage them from learning.

I find it ironic that librarians may be passing up an opportunity to support the kind of sophisticated learning that can be transferred across systems and libraries. Certainly we want to assist as many people as possible from our heterogeneous and increasing user population, and the users have told us what we need to do. They are willing to learn, and that is the strength they bring to the human-computer interaction. They expect a dialogue with a computer, which is more than they expect from a card catalog; and they expect the computer to operate in terms of its own formal logic, providing its strengths of speed, accuracy, and storage. To require the computer or the user to mimic each other is to degrade the dialogue that offers the researcher the best means to control and mastery.

#### Notes

- 1. Patrick Wilson, "The catalog as access mechanism: Background and concepts," *Library resources & technical services* 27 (Jan./March 1983): 4-17.
- 2. S. L. Ehrenreich, "Query languages: Design recommendations derived from the human factors literature," *Human factors* 23 (Dec. 1981): 709-25
- 3. Elaine Trzebiatowski, "End user study on BRS/After Dark," RQ 23 (Summer 1984): 446-50
- 4. Christine Borgman, "The user's mental model of an information retrieval system: Effects on performance," Dissertation abstracts international 45/01-A: 4.



# ala and you

# **FULL PLAN AHEAD**

Business report and news highlights from Midwinter in Washington

he good news from ALA's Midwinter meeting was that the Association could act from a position of strength rather than desperation in approving a two-year, \$90,000 strategic long-range planning process to integrate its parts and purposes. Certainly there were no signs of disintegration in the record registration of 5,607, the 423 people who showed up for a leadership-training session on "The Public Good," the vitality of old and new units in program planning, improved understanding between ALA and its school library division, and an all-time-high participation—330 booths—in ALA's Midwinter trade show.

With a positive general funds balance of \$116,564 for the 1983 – 84 year, the Executive Board approved a general fund budgetary ceiling of \$9,566,532 for 1984 – 85. President E.J. Josey exuded strength from his several podiums and as a marcher in a librarians' protest against apartheid. Three strong professionals—Margaret Crist, Carla Stoffle, and Lucille Thomas—were elected to the ALA Executive Board; and the new crop of presidential candidates displayed the kind of "right stuff" that could make any of them—Regina Minudri, Don Sager, or Al Trezza—a powerful leader for 1986 – 87.

Then why the need for a long-range planning process? Most of ALA's divisions felt—and the Council readily agreed—that the complex interrelationships among ALA's many units and constituents is the real makeor-break factor for the Association's future. As indicated in the ALA Strategic Long-Range Planning summary (reprinted on pages 125-126), the process will include intensive study of how the units can maintain autonomy and flexibility and best contribute to the effectiveness of ALA as a whole.

In this issue we report on the Association's general business at Midwinter; next month's coverage includes an ongoing debate on ownership of bibliographic databases, major unit projects, candidate presentations, intellectual freedom actions, and new products and services introduced at the exhibits.



#### Planning process principals

ALA Immediate Past President Brooke Sheldon (center) chaired the ad hoc Process Planning Committee that produced the ALA Strategic Long-Range Planning document on

p. 125-126; new Deputy Executive Director Roger Parent (left) will oversee the planning process for the Association; and the firm of Glenn Tecker (right) will provide consulting.

#### Plan for planning proceeds

The ad hoc Process Planning Committee (PPC)\* chaired by Immediate Past President Brooke Sheldon won the Council's approval for the ALA Strategic Long Range Planning proposal published in this issue.

Sheldon and ALA Deputy Executive Director Roger Parent personally presented the proposal at Planning and Budget Assembly, division, round table, and chapter meetings, and the Executive Board added its endorse-

\*Elizabeth Futas, Regina U. Minudri, David P. Snider (Exec. Bd. DPRC); Nancy Bolt, Bonnie Juergens (divisions); J. Linda Williams (RT); Robert Razer (Chapters); Nancy H. Marshall (COO); Joan K. Marshall (COP); James Matarazzo (COPES).

ment. On the eve of Council III, the PPC conferred with Parent and consultant Glenn Tecker on how to counter complaints anticipated in introducing the plan to Council.

On the Council floor, division and chapter representatives endorsed the proposal, but councilors did object to the \$80,000 cost estimate for consultant services and the selection of the original consultant without asking others. One member suggested the Executive Director could do the entire job.

"No executive director in captivity" could possibly have the capacity to tell ALA members, with their diverse ideas, how to plan, Executive Director Robert Wedgeworth responded. The plan passed in a voice vote.

(Continued next page.)



#### NEA president an ally for "The Public Good"

"The bottom line," said National Education Association President Mary Hatwell Futrell, "is that libraries are fundamental to the nation's education, well-being, and economy." Futrell spoke at the President's Program Jan. 7 to help kick off ALA Pres. E.J. Josey's 1985 programs on "Libraries and the Public Good." She addressed the common goals of librarians and the 1.7 million NEA members in fighting illiteracy and censorship. The Department of Education, she said, has become a "right-wing nesting place" in its support of legislation that

would restrict the academic freedom of teachers. Calling for a professional librarian in every school, she told her large audience, "Work with me in opposing those domestic Ayatollahs in our midst."

Also on the program were Arthur Curley, deputy director, Research Libraries, New York Public Library, and Attorney Winn Newman. Said Curley of Josey's program plans: "E.J. has presented us with the most important challenge we've had to date."



#### Early warmup for President's Program July 8

To launch a six-hour President's Program Training Session Jan. 7, Ken Fischer leads more than 400 volunteers in warmup exercises. Fischer, president of the Learner's Forum of Falls Church, Va., and Carla Stoffle then directed an intensive workshop for the small-group discussion leaders and reporters who will serve at President E.J. Josey's con-

conference-within-a-conference on "Building Coalitions for the Public Good" at Annual Conference in Chicago.

Josey called the training session "fantastic." Participants entered the Sheraton's Washington Ballroom to the strains of Bach at 2 p.m.; at 6 they were still at round tables avidly discussing issues.

#### Welcome to general meetings

For the next two years, all ALA members may attend ALA general Membership and Council meetings, whenever and wherever held, by showing a conference badge for the day of the meeting or a current ALA membership card. The practice will be monitored by the Membership Committee.

Until Council approved the mandate Jan. 10, the meetings had been open only to holders of registration badges. The "enfranchisement" of members proposed by Joan Goddard and Miriam Crawford at 1984 Annual Conference encountered opposition from several councilors who feared the practice would cost the Association thousands of dollars in lost registration fees. After Marvin Scilken assured his colleagues, "We are not going to be stormed. Members are not dishonest," the measure passed 68-59.

#### AASL demands are dissolving

American Association of School Librarians demands for autonomy had threatened to ignite at Midwinter Meeting (AL, Dec., p. 808). Instead, the revolt all but dissolved in the face of sympathetic understanding offered by the Executive Board and Executive Director Robert Wedgeworth.

Regina Minudri, chair of the Exec Board committee appointed to address AASL concerns, told the board and Council that a series of meetings with the school librarians had not resolved all problems but had made them better understood. One of the benefits, she said, will be the increased involvement of AASL members in ALA: "We will go forward from here."

At the Council information meeting, AASL President Bettie Day thanked the Executive Board for its efforts. "I believe a positive dialog has been initiated... and that it will continue to add strength to ALA," she said.

#### Lacy draft creates storm

True to his promise, Dan Lacy produced a hefty working draft Jan. 3 of the forthcoming report from the Commission on Freedom and Equality of Access to Information (AL, July/August, p. 494).

Some councilors who had time to dip into the work didn't agree with what they read. Intellectual Freedom Committee Chair Eric Moon told Council the IFC found that some positions "seem alarmingly contrary to ALA policies and can only undermine the work [of ALA]." Other councilors found inaccuracies.

Moon said he couldn't accept the idea of suppressing the commission's report, but IFC wants full discussion of the content.

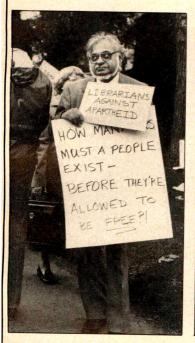
Council voted to ask for wide distribution of a final draft so that members can discuss the findings during a no-conflict period at Annual Conference in July. Council asked (Continued on p. 124.)

#### Librarians against apartheid

After the President's Program Jan. 7, close to 30 librarians joined the daily anti-apartheid demonstration held near the South African Embassy. Among the marchers were Herbert Biblo (below, left), William Moffett, and ALA President E.J. Josey (below, center).

Following the one-hour protest Josey addressed the demonstrators (who included an "Artists Against Apartheid" dance group, bottom), stating that the ALA members "are here because we are longstanding fighters for intellectual freedom."











that presentation of the final document be postponed until after the open hearings.

#### Fairness and freedom

IFC Chair Moon also asked Council to oppose deregulation of the broadcast media and repeal of the Fairness Doctrine including the Equal Time provision. Oregon Sen. Bob Packwood's Freedom of Expression bill repealing the doctrine died in committee last year, but a similar bill may soon be introduced. The motion, endorsed by the Committee on Legislation, was adopted by Council.

Moon also moved that the Council statement on reaffirmation of freedom of expression of foreign nationals passed last June 27 be rescinded and referred back to the International Relations Committee and the IFC for further consideration. Moon said the IFC received a number of protests on the wording of the statement. Council passed the motion.

#### Other Council actions

In its three meetings, Council also:

- elected Carla J. Stoffle, Margaret L. Crist, and Lucille C. Thomas to the Executive Board
- named Virginia Young, Columbia (Mo.) Public Library trustee, as an honorary member of ALA.

• applauded Treasurer Patricia Schuman's first treasurer's report, listing ALA total assets at \$8,217,053, compared with \$7,590,099 on Aug. 31, 1983.

• referred to the Office for Library Personnel Resources a resolution setting \$17,500 as the recommended minimum annual salary for a full-time beginning librarian.

- approved seven Committee on Legislation resolutions asking federal officials to fund library programs, reauthorize the Higher Education Act, support UNESCO programs and monitor future UNESCO developments, commend the creators of Books in Our Future and urge implementation of its program, urge the Office of Management and Budget director to remove "library operations" from the commercial activities listed in Circular A-76, urge the Secretary of Labor to exclude librarians from the nonprofessional register of wage determinations, and recommend that an ALA coalition be formed to investigate and act on proposals to curtail access to government information.
- asked the Congress and President Reagan to create diplomatic and economic sanctions against South Africa and encouraged libraries to make information on apartheid actions available.
- urged the Italian government to reconsider its suspension of the monthly *Bibliografia Nazionale Italiana*.
- encouraged members to support and promote 1985 as International Youth Year.
- stated its opposition to a proposed constitutional amendment making English the official language of the United States and asked the ALA Washington Office to lobby against legislation on this issue.
- honored the late Bradford Chambers and the 100-year-old New York Library Club and heard a tribute to the late Virginia Lacy
- was informed that the Illinois Library Association has been awarded the 1985 Grolier National Library Week grant of

At the final ALA Council meeting Jan. 9, councilors approved the program for ALA Strategic Long Range Planning as outlined in the document on p. 125-126.

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#### **Executive Board at work**

The ALA Executive Board convened four times at Midwinter Meeting. All members were present at the first three meetings: President E.J. Josey, Vice-President Beverly Lynch, Treasurer Patricia Schuman, Executive Director Robert Wedgeworth, Immediate Past President Brooke Sheldon, Judith Farley, Regina Minudri, David Snider, F. William Summers, Arthur Curley, Jane Hannigan, Margaret Chisholm, and Elizabeth Futas. At the fourth meeting, newly-elected

(Continued on p. 127.)

# ALA Strategic Long-Range Planning: An Outline

Full text of document approved by ALA Council, Jan. 9, 1985

#### Introduction

Members and staff are committed to building on ALA's strengths as a well-organized, successful association with a rich and positive record of achievement.

We are committed to maintaining the dynamic quality of the collaboration among members and staff working in divisions, offices, round tables and interest groups. ALA has a wealth of talent and human resources. ALA has a tradition of flexible patterns of participation by individuals and groups who address association-wide and unit goals and an enormous range of issues facing libraries and librarians.

The Strategic Long-Range Planning (SLRP) will help us preserve these traditions and build on these strengths.

Although planning is a complex process requiring time, organization and resources, it is essential in all organizations. ALA's SLRP will draw on the good judgment, sound experience and professional knowledge of all units, members and staff, who will work together in a leadership partnership to achieve the following results:

- 1. Establish, clarify and reaffirm associationwide and unit missions, goals, objectives and critical priorities.
- Improve future association-wide and unit activities and services to libraries and librarians.
- Work in a more coordinated and cooperative manner, and use available resources more effectively while maintaining unit flexibility and autonomy.
- Respond to changes in the environment that have an impact on the profession and the association.
- 5. Develop strategies for ongoing planning, decisionmaking and evaluation.

ALA SLRP will analyze: the profession, its environment and the association's mission, goals and objectives; the strengths and weaknesses of ALA's structure, operations, policies and methods of resource allocation; the values and group processes of members and staff.

#### **Background**

ALA members and staff have long recognized the need for ALA and its units to engage in structured, coordinated planning. Most recently, in 1981, the Special Committee to Review Program Assessment Processes and Procedures, chaired by Edward G. Holley, identified the need for:

- unified direction and clearly understood common purposes for the association;
- a clear set of goals, objectives and priorities for the future:
- a balance between association interests and specialized unit interests;
- more effective use of staff, member and financial resources:
  - allocation of resources based on priorities;
- a process for ongoing planning and evaluation.

The "Holley Committee" made several recommendations to the ALA Executive Board. Some have been implemented, particularly those that influenced ALA Executive Board structure, orientation and training. Little progress has been made on their recommendation for improved planning, budgeting and evaluation.

In January 1983, the participants at the ALA Midwinter Divisional Leadership Enhancement Program strongly urged ALA to initiate a long-range planning process with full participation by divisions. They recognized the need to create formal contact, structured communication and improved coordination among divisions, especially in areas of common concern such as conference programs, membership recruitment and legislation. They also asked for more division influence over ALA future trends and directions.

#### Roles and Responsibilities

#### Council

Governing body of ALA. Determines all policies of the association. Delegates to the divisions authority to plan and carry out programs and activities in accord with policy.

COUNCIL Program Evaluation and Support: "To evaluate the programs of the association and submit a recommended budget to the Executive Board for action."

COUNCIL Planning and Budget Assembly: "To assist the Committee on Program Evaluation and Support, and the ALA Planning Committee, there shall be a Planning and Budget Assembly that shall consist of the vice-presidents of divisions, chairpersons of round tables, five councilors-at-large, and five councilors from chapters . . . to provide guidance for program planning goals, to study the tentative summary planning document submitted by the Planning Committee, and the balanced tentative budget submitted by the Committee on Program Evaluation and Support, to raise questions concerning them, and to offer suggestions to both committees."

Serves as SLRP Steering Committee.

COUNCIL Planning: "To provide the association with a structured and identifiable mechanism for determining future trends and needs; to provide information and recommendations to assist in the periodic selection of priorities by the association; to establish methods of evaluating association progress toward the accomplishment of its priorities; to identify priority areas which are not being effectively addressed and to recommend appropriate actions; to provide information and guidelines for program evaluation necessary to COPES in its budgetmaking process; to identify organizational issues related to association priorities and refer such issues to COO [Committee on Organization]."

#### ALA Executive Board

"Acts for Council in the administration of established policies and programs. Serves as the management board of ALA, including headquarters operations, subject to review by Council, and makes recommendations with respect to policy and operations."

ALA EXECUTIVE BOARD Directions and Program Review Committee (DRPC): "To develop long- and short-range objectives for the general program of the association from which operational strategies shall be developed by staff; relate financial projections to plans; review programs of all membership units and offices in relation to ALA goals and priorities; assess general programs of the association and recommend that new activities and programs be initiated and/or that activities and programs no longer reflecting ALA goals and priorities be discontinued."

ALA EXECUTIVE BOARD Process Planning Committee (PPC): This committee was asked to organize and monitor SLRP. They include representatives of all appropriate groups mentioned above. They designed the plan submitted to members for comment and approval at Midwinter 1985. The Process Planning Committee met with ALA department heads and program directors for an intensive

and productive working session in Chicago on September 21-22, 1984, and developed the plan for the ALA SLRP.

#### Consultant

Although members and staff are ultimately responsible—they must do the planning themselves and they must guide the SLRP—a consultant is needed to work with the Process Planning Committee, Staff Project Team and other concerned individuals and groups at appropriate intervals throughout the planning process. The consultant may suggest planning procedures, evaluate the feasibility of particular plans, suggest appropriate strategies, facilitate major meetings and planning sessions and develop workbooks or other materials as they are needed.

#### Staff Project Team

The Staff Project Team will include ALA department heads, representing Fiscal, Administrative and Publishing Services, the Communications Department, and all program directors of divisions and offices. This team will bring an essential managerial perspective and experience to the planning process. They will analyze and make recommendations regarding advisable formal relationships among units, identify tasks to be performed and formulate appropriate courses of action.

#### Deputy Executive Director

The Deputy Executive Director will oversee SLRP, chair the Staff Project Team and serve as liaison to the Planning Committee, Planning and Budget Assembly, Directions and Program Review Committee and Process Planning Committee.

This list clearly indicates that many groups and individuals have important roles and responsibilities for ALA planning at the association and the unit level. Clarification of roles and responsibilities is one purpose of SLRP.

#### **Basic Characteristics**

The Process Planning Committee specifies: All ALA units should be involved in setting association goals. In the future they should be consistent in how they set goals.

Planning must be participatory.

Communication with the entire membership should occur throughout the planning process.

SLRP will require two years to achieve the necessary degree of unit and membership participation.

SLRP must provide opportunities for the association to address critical issues.

An end product—a written plan with clear goals, objectives, critical priorities and strategies that satisfy the association's planning expectations—must result from the SLRP.

SLRP should focus attention on the importance of the highly interactive planning process as well as on outcomes.

The plan must be evaluated continuously both during the planning itself and at the conclusion.

The PPC should oversee planning activities.

#### **SLRP Model**

The following model and chronology describe two important activities that are integral to successful, ongoing planning and that will be carried out simultaneously:

- a) long-range planning for determining appropriate goals, objectives and priorities for the association and its units;
- b) annual planning, budgeting and evalua-

In order to be effective, these two processes must reflect how ALA and its units collaborate and how they will work in the future. ALA is committed to preserving the autonomy and flexibility of its units in setting their own objectives and controlling their own funds while coordinating planning and activities in order to achieve greater effectiveness.

#### Pre-planning—June 84-Jan 85 Phase I—6 months, Jan 85-June 85

- 1. Goal setting
- a. Futures research

What may affect us that we should know about?

b. Mission

Why do we exist?

c. Status assessment

Where are we now?

d. What do we want in general? Methodologies:

Literature search

Members survey

Analyze Handbook of Organization

Synthesis and draft

2. Design annual planning process

#### Phase II-6 months, June 85-Jan 86

3. Objectives setting

What do we want in particular?

Methodologies:

Planning sessions with members and

Drafts

4. Action steps

What needs to be done?

Methodologies:

Planning sessions with members and staff

Drafts

Review, modify, approve plan Methodologies:

Planning sessions with members and staff

Distribute drafts

Conduct formal reviews

Submit to Executive Board and Council

6. Develop links between annual planning and budgeting

#### Phase III—6 months, Jan 86-June 86

7. Implementation

Work to achieve objectives

8. Evaluation

Process: Are we achieving our purposes?

Product: Did we achieve our purposes?

9. Annual planning operational

#### Cost estimate

At its September 21-22 meeting, the ALA PPC outlined the activities that will be necessary to develop a Strategic Long-Range Plan for the association. These activities are described in the detailed "Report of the ALA Plan for Planning Group" (Executive Board Document #22, Minutes 1984 Fall Executive Board, pages 534-557).

The Plan for Planning activities involve retaining the services of Glenn H. Tecker Associates as consultants to guide the ALA officers, members and staff through the process. The approximate contractual costs for preparing methodologies, reports, surveys, planning workbooks, materials and forms and in-service workshops for members and staff during the three phases are:

Phase I	\$38,000	FY '85
Phase II	24,000	FY '86
Phase III	18,000	FY '86
Total	\$80,000	

These numbers represent maximum contractual costs. All contracts are negotiated specifically to determine actual work to be done by consultants as distinct from ALA staff and members.

In addition to the consultant costs, travel and production costs for Phase I are as follows:

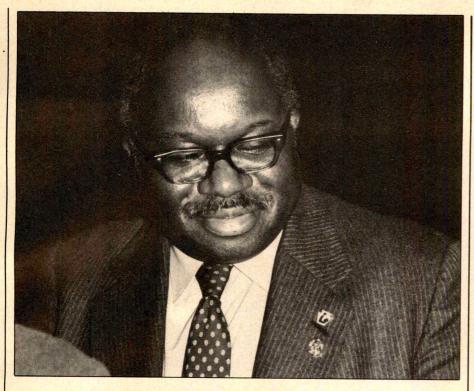
PPC travel	\$ 6,000	
Production and mailing	4,000	
Total	\$10,000	FY '85

These costs compare favorably with other consulting services employed by ALA. In FY 1984-85, the association has budgeted \$198,000 for legal, auditing and other consultant services.

#### Summary

In the past few years, attempts at association-wide long-range planning have been sporadic, assigned to units without the full scope of authority, responsibility and resources needed for real success. However, the mandate for planning clearly expressed by ALA divisions at their Leadership Enhancement Program and the 1981 Holley Committee recommendations indicate that units, members and staff recognize the importance of working together on long-range planning. Progress in 1984 is evidenced by the formation of the Process Planning Committee that met in September and their achievements thus far in working with Tecker Associates.

With the guidance of consultants who have broad-based experience in association planning and with the energy of a cross section of ALA members and staff, we are further along in sophisticated long-range planning now than ever before.



#### Owens on Washington library power

A powerhouse for libraries himself, Rep. Major Owens (D-N.Y.) provided a stirring wrap-up to the Midwinter Legislative Workshop when he told a luncheon crowd that a library spokesperson at "the highest level" in Washington could unify library power there. Though he praised the ALA Washington Office and said he had "nothing against" Daniel Boorstin, he said the next Librarian of Congress would be the appropriate figure to take an advocacy position for the nation's library causes, opposing such

threats as the contracting out of federal library services. The Librarian, he said, should be a professional—"but not necessarily with an MLS; I've got a friend I don't want to rule out." Owens urged aggressiveness in making known the library role in the nation's economy and security.

The library lapel pin Owens is wearing was presented to him just after his address by a member of the Pennsylvania State Library, which is producing the pins.

member Lucille Thomas joined the table and Hannigan's term ended.

#### The board:

- agreed it must make the final choice of a new executive director by interviewing two to five unranked candidates recommended by the Executive Search Committee and screened by the board's Administrative Committee.
- authorized President Josey to appoint a Feasibility Committee to consider participation in the 1992 World's Fair in Chicago.
- approved a proposal to continue the Office for Research project "A Cooperative System for Public Library Data Collection" under contract to the National Center for Education Statistics.
- asked the Committee on Organization to prepare a position paper or interpretive statement or guidelines on the use of the ALA name in supporting causes or boycotting products.
- unanimously approved the establishment in 1986 of a new annual EBSCO/JMRT

Scholarship, awarding \$2,000 to a Junior Members Round Table member for master's or Ph.D. study.

- voted unanimously against establishing a proposed award recognizing exemplary service, on the grounds it might lessen the prestige of existing awards.
- referred the projected Business Council for Libraries to the Public Library Association to be reported on at Annual Conference.
- authorized Wedgeworth to take steps to permit ALA to join the Independent Sector, a network of nonprofit networks.
- requested legal counsel to participate in the Freedom to Read Foundation amicus brief in American Booksellers Association, Inc., et al. v. Hudnet, et al., challenging the Indianapolis anti-pornography ordinance.
- endorsed a Public Library Association proposal to establish a descriptive list of facilities providing library services to rural populations.

End of Midwinter report

#### Placement Center at Annual Conference

The ALA Office for Library Personnel Resources will provide a placement service at the 1985 Annual Conference in Chicago's Palmer House Hotel. The service will operate from noon – 5 p.m. on July 6, from 9 – 5 on July 7 and 8, and from 9 a.m. – 2 p.m. July 9.

The deadline for preregistration is June 21. Forms will be available after March 1 from OLPR/ALA, 50 E. Huron St., Chicago, IL 60611 (312-944-6780 ext. 293). Indicate whether you are an employer or job-seeker. If requesting one copy, enclose a self-addressed, stamped envelope (no. 10).

#### Celebrate Carnegie's birth

Is your library a Carnegie? As part of an international celebration of Andrew Carnegie's birth Nov. 25, the Carnegie Library of Pittsburgh is preparing a comprehensive list of the estimated 1,500 Carnegie libraries across the country, and solicits your help in identifying them.

The Pittsburgh library is also developing a free promotional kit to help the Carnegie





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Academic Research Associates, 719 Greenwich Street, New York, NY 10014 libraries inform their communities about the industrialist-philanthropist. To be listed and receive the packet, contact Georgette Blanchfield, Public Relations Director, Carnegie Library of Pittsburgh, 4400 Forbes Ave., Pittsburgh, PA 15213-4080 (412-622-3102).

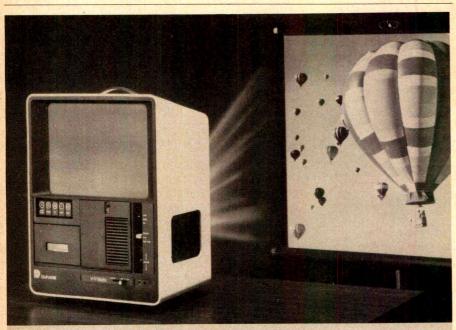
#### **ALA** election schedule

ALA personal members whose 1985
membership dues have arrived at ALA Headquarters by March 31 will receive ballots for
the spring elections for officers and counci
In accordance the last day no accepted to add councidivision ballots.

lors. Ballots will be mailed third class between April 1 and 15. Members not receiving ballots by May 27 can obtain them by calling the 24-hour ALA hotline, 312-944-2117. June 7 is the last day ballots will be accepted for tabulation. An election results report will be distributed June 12.

ALA will request address changes with ballots and will guarantee forwarding and return postage.

In accordance with the bylaws, Feb. 22 is the last day nominating petitions will be accepted to add candidates to the Council and division ballots



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#### **ALA** seeks nominees

The 1985-86 Nominating Committee requests Membership's help in identifying qualified candidates for the ALA vice president/president-elect 1986-87 and for Council 1985-90. Please send names and biographical data by April 1 to the chair, Fred M. Peterson, University Librarian, Illinois State University, Normal-Bloomington, IL 61761.

Other Nominating Committee members are John Corbin, Assistant Director for Administration, University of Houston, Houston, TX 77004; Margo Crist, Central Massachusetts Regional Library System, Salem Square, Worcester, MA 01608; Margaret Kimmel, Associate Professor, Graduate School of Library & Information Science, University of Pittsburgh, Pittsburgh, PA 15260; and Clifford Lange, Director, Public Library, Carlsbad, CA 94305.

#### **ALA help exchange**

• Ready reference policy statements for online searching are currently being collected by the Reference and Adult Services Division Machine-Assisted Reference Section Measurement and Evaluation Committee. The MARS committee requests policy statements, guidelines, or statistical reporting forms for ready reference searching, along with a signed statement granting permission for possible publication. Please send policies to Susan Beck, Coordinator of Online Services, Camden Library, Rutgers University, 300 N. 4th St., Camden, NJ 08102 (609-757-6034).

#### Volunteer against illiteracy: The campaign begins

Advertising Council ads to alert Americans to the plight of the nation's 27 million adult illiterates have begun appearing in the media. Carrying the message, "The only degree you need is a degree of caring," the Ad Council Volunteer Against Illiteracy campaign aims to recruit people to tutor the illiterate.

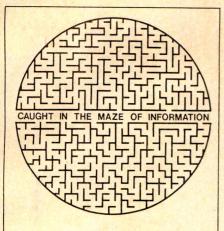
Benton & Bowles, Inc., launched the three-to-five-year campaign in New York City Dec. 12. The effort is one aspect of a three-part project organized by the Coalition for Literacy, an ALA-coordinated group of 11 national organizations, including B. Dalton Bookseller and the Literacy Volunteers of America. A national referral center has been set up to handle inquiries, and the coalition also offers technical assistance to community groups working on literacy programs. For more information, contact Jean Coleman, Staff Liaison, Coalition for Literacy, ALA, 50 E. Huron St., Chicago, IL 60611 (312-944-6780).

# the source

#### SELECTED RESOURCES FOR CURRENT AWARENESS

The Source highlights useful items in major areas of library/information activity. Send materials to department editor Gordon Flagg, American Libraries, 50 E. Huron St., Chicago, IL 60611.

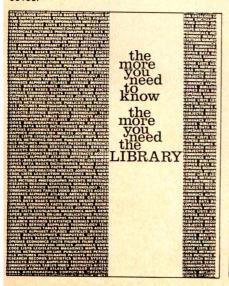
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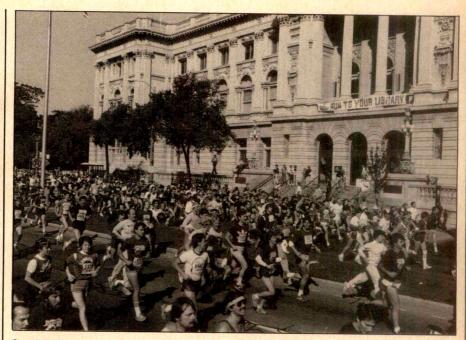


#### BE INFORMED

USE YOUR LIBRARY/INFORMATION CENTER

A pair of posters promoting library use are available from the Connecticut Valley Chapter of the Special Libraries Association. A new poster, "Caught in the Maze of Information," depicts a burgundy maze with blue lettering on a grey backgound; it measures 17½ by 23 inches and costs \$4. An earlier poster, "The More You Need to Know," is on an off-white background with brown and red lettering; the 17-by-22-inch poster is \$2. The pair is \$5. Add \$1 shipping to all orders, make checks payable to CVC/SLA, and send to Carolyn Wilcox, 186 N. Beacon St., Hartford, CT 06105





**Speed readers.** Runners taking part in the seventh annual Al McGuire run in Milwaukee last September passed by a banner reminding them to run to their library, too. The five-mile route takes participants past Milwaukee Public's Central Library, which also piped out appropriate music from the library's collection to spur the runners on.

Library PR Council contest. The deadline for entries for the 1985 Library Public Relations Council Awards is April 15. The awards, for excellence in library print publicity, will be given in five "best" categories: annual report, calendar of events, program announcement, stationery, and service-promotion piece. For each category, one award will be given for libraries serving populations of 65,000 or more and one for libraries serving fewer than 65,000.

Only one entry per category per library is allowed, and all materials must have been produced during the 1984 calendar year.

Seven copies of each item, with division and category clearly stated, should be sent to Awards Chairperson Ann Nagle, Community Services, Onondaga County Public Library, 335 Montgomery St., Syracuse, NY 13202. Entries should include an information sheet listing the method of duplication, use of an inhouse or outside supplier, number produced, method of distribution, and the name, address, and phone number of a contact person. The awards will be presented at the ALA Annual Conference in Chicago in June.

#### **eschool** media:

**Reading instruction.** Supporting K-5 Reading Instruction in the School Library Media Center, by Lea-Ruth C. Wilkens, contains alternating chapters describing how read-

ing is taught at each grade level and discussing the role of the school library media specialist. Other chapters tell how to prepare a successful workshop and give advice on identifying and working with disabled readers. Appendixes offer a letter to parents in English and Spanish and reading-interest surveys for lower and intermediate grades. 141 p., \$12.50 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (0-8389-0397-5, 84-460).

Problem-solving through books. Books and Real Life shows how children's literature can be used to teach problem-solving skills to gifted students in grades one through nine. Author Nancy Polette describes 130 books that show young protagonists facing realistic problems and promote thinking about ideas and values. Each title is synopsized, and questions and instructions are included to guide discussions of the books.

Topics, accessible through a subject index, include stepparents, adoption, death, divorce, sibling rivalry, handicaps, old age, and rejection. 160 p., paper, \$15.95 from McFarland & Co., POB 611, Jefferson, NC 28640 (0-89950-119-2, 84-42607).

Media Skills Puzzlers collects 66 hidden word games, crossword puzzles, reference question games, and other activities to improve students' research skills and spark interest in the school media center. The activities range

The Source

from simple puzzles for students in the early grades just becoming acquainted with the library through truly difficult puzzles for students up to grade 10.

Authors Ruth Toor and Hilda K. Weisburg also edit the monthly School Librarian's Workshop, from which 33 of the book's puzzles are reprinted. The 146-page paperback is \$17 from Library Learning Resources, 61 Greenbriar Dr., POB 87, Berkeley Heights, NJ 07922.



People Who Made America Great is a series of 12-page capsule biographies of figures who developed the basis for our modern industry. The 28 pamphlets profile Thomas Edison, James Watt, George Washington Carver, and Henry Ford, as well as many lesser-known individuals. The booklets come in packages of 100 copies of each title, with a wire display rack and wall poster also available. For more information and a sample title, write Mercer Publishing Corp., Dept. ADC, POB 572, W. Haven, CT 06538.

#### Volunteers in the School Media Center

suggests ways school librarians can use volunteers to counter budgetary and staff shortages. Author Linda Leveque Bennett shows how to plan and manage volunteer programs to provide the most effective library service, without making permanent staff members feel threatened. Additionally, Bennett says, volunteer programs are an effective means of developing community involvement in the library.

Excerpts from ALA's Guidelines for Using Volunteers in Libraries, sample manuals and evaluation forms from volunteer programs, and the results of a survey of library volunteers are offered in appendixes. 256 p., \$23.50 from Libraries Unlimited, POB 263, Littleton, CO 80160-0263 (0-87287-351-X, 84-20176).

Major decisions. What Can I Do with a Major in . . . ?, by Lawrence R. Malnig with Anita Malnig, uses numerical occupational codes from the U.S. Employment Service's Directory of Occupational Titles and letter codes developed by John L. Holland to represent personality types to describe career possibilities under 20 departmental majors. The guide shows the jobs that majors in each field are most likely to get after graduation, identifies the most available beginning jobs for college students, and gives brief descriptions of each major.

Features added since the 1975 first edition of the work include a personal self-assessment plan, information on entry jobs broken down by sex, and tips on avoiding "the stereotyped major-to-job rut." \$24.95 cloth (0-9612678-1-X), \$17.95 paper (0-9612678-0-1) from Abbott Press, POB 433, Ridgefield, NJ 07657 (83-73269).

The School Librarian as Educator is an updated edition of Lillian Biermann Wehmeyer's 1978 text applying current educational theory and research to the role of the school media specialist both as a teacher of children and a teacher of teachers. Among the areas covered by Wehmeyer are adaptive education, library skills instruction, independent learning, student behavior, use of audiovisuals, and management of the media center.

New to this edition are chapters on teaming with teachers; games, puzzles, and "thematic boxes"; and learners with special needs: the gifted, the handicapped, and the non-English-speaking. 477 p., \$22.50 from Libraries Unlimited, POB 263, Littleton, CO 80160-0263 (0-87287-372-2, 84-19367).

#### **info** briefs

Hot thoughts on the onslaught. Science, Computers, and the Information Onslaught is a collection of essays on how recent and projected developments in science and technology can help meet the need for more effective methods of processing and analyzing large quantities of information. The 20 papers were presented at a June 1981 meeting on "Science and the Information Onslaught" at which mathematicians, physicists, linguists, and computer experts met with leaders in national security, science administration, and government.

Topics range from the uses of information in decisions involving national security to such advances as speech recognition by computer and the axiomatic method in pure mathematics as a means of compressing information. Other authors discussed ways that science education can cope with the information onslaught; Three Mile Island as a demonstration of the dangers of making decisions in the face of a flood of information; and the prospects for libraries in the year 2000.

The 276-page volume is \$29.50 from Academic Press, Inc., Orlando, FL 32887 (0-12-404970-2, 83-15646).

Access assessed. Access to Published Information features papers delivered at the 1983 conference of Britain's Library Association. The 17 contributors discuss such aspects of access as IFLA's Universal Availability of Publications program; the information needs of researchers and small-business owners; availability programs withnewspapers, foreign publications, old and rare material, nonprint media, and "grey literature"—technical reports, theses, local documents, and other items not available through normal bookselling channels; and the effects of technology on publishing, distribution, acquisition, and conversation.

The 123-page paperback, published by the Library Association, is available in North America from Oryx Press, 2314 N. Central, Phoenix, AZ 85004-1483 at \$21 (0-85365-876-5).

Online network for rural schools. Ed-Line, a nationwide electronic telecommunications network for educators, has developed RuraLine, a special network for rural schools. RuraLine offers rural administrators and teachers news on rural schools, a calendar of activities, highlights of outstanding programs in rural schools, information on technology in rural education, and an exchange for rural educators to swap queries, opinions, and advice.

Ed-Line, available through the Source communications service, also provides other specialized networks, as well as various news services, a bulletin board, and electronic mail. For more information write the National School Public Relations Association, 1801 N. Moore St., Arlington, VA 22209.

The Use of Information in a Changing World publishes the proceedings of the 42nd Congress of the Fédération Internationale de Documentation, held in Hong Kong in September 1984. Fifty papers address such topics as the development of a global information network; stimulating the use of information in a developing nation; the use of information in science, the social sciences, agriculture, and industry in various countries; the language as information barrier; the moral and social implications of new technologies in information science; and approaches to nonusers.

The 470-page volume is available in the U.S. and Canada for \$53.75 from Elsevier Science Publishing Co., POB 1663, Grand Central Station, New York, NY 10163 (0-444-87554-9, 84-10256).

Worldwide guide to computer info. The Computers and Information Processing World Index identifies current sources of computer information throughout the world. The directory is divided into five sections covering organizations by country, reference books, journals, resources on specific computer applications, and publishers' addresses. The 616-page volume also includes information on standardizing bodies and an index to the 7,825 entries. \$85 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (0-89774-116-1, 83-6264).

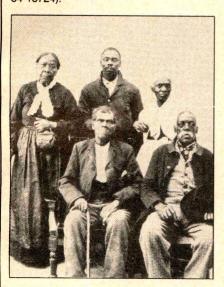
Online searching guides. Online Searching: The Basics, Settings and Management, edited by Joann H. Lee, is a nontechnical guide to the management of an online search service. The first part of the handbook covers such areas as personnel, marketing, budgeting, and administration. Part two addresses the unique problems encountered in corporate, academic, and public libraries and in multitype library systems, as well as discussing end-user search-

(Info Briefs continued on p. 132.)

#### resources

Noting that February is Black History Month, AL offers a special roundup of recently received items dealing with black people and culture and Africana.—Ed.

Afro-American Fiction Writers After 1955, the latest volume in Gale's Dictionary of Literary Biography series, features essays on the lives and careers of 49 black authors. The subjects include well-known novelists (James Baldwin, Alice Walker, Toni Morrison), writers for children (Virginia Hamilton, Kristin Hunter), and science-fiction writers (Samuel Delaney, Octavia Butler). Essays are illustrated with photos and facsimile text and manuscript pages and include bibliographies of works by and about the subject. 350 p., \$82 from Gale Research Co., Book Tower, Detroit, MI 48226 (0-8103-1711-7, 84-18724).



Black history note cards bearing pictures from the Historical Photograph Collection of the UCLA Center for Afro-American Studies are available in a set of 12 for \$9 from the UCLA CAAS, Publications Unit, 3111 Campbell Hall, Los Angeles, CA 90024. Among the photos chosen for the set is this portrait of fugitive slaves at a refugee settlement in Windsor, Ontario.

Audio profiles. The lives and accomplishments of 10 notable black Americans are dramatized on *Great Black Americans*, a record album and audio cassette produced especially for schools and libraries. Among the figures profiled are Nobel Peace Prize winner Ralph Bunche, concert singer Marian Anderson, sports hero Jesse Owens, musician Louis Armstrong, and others who overcame racial and economic barriers. \$4.95 for the record, \$6.95 for the tape (includes a free teacher's guide) from Alan Sands Productions, 565 5th Ave., New York, NY 10017.

Black Elected Officials: A National Roster 1984 lists over 6,000 black office-holders ranging from federal and state legislators to mayors and other municipal officials. The state-by-state listings also include judges and law-enforcement officials, members of university and college boards, and local school board members.

The volume contains an introductory overview of the current status of black elected officials, statistical information on the government structure and black voting population of each state, and charts and tables on black office-holders in the U.S.

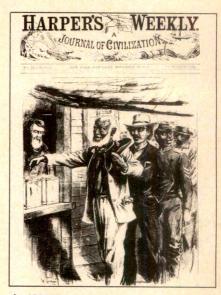
Prepared annually by the nonprofit Joint Center for Political Studies and previously published under the title National Roster of Black Elected Officials, the 428-page paperback is \$27.50 from Unipub, 205 E. 42nd St., New York, NY 10017 (0-89059-033-8, 84-051421).

Africana acquisitions list cumulated. Since 1962 the Melville J. Herskovits Library of African Studies at Northwestern University has published the *Joint Acquisitions List of Africana*, reporting monographs and serials added to major U.S. Africana collections. Now the library has issued a cumulation of the list covering the years 1978 (when the project was computerized) through 1983.

The microfiche cumulation comes in two sections: the first contains complete cataloging arranged alphabetically by main entry; the second lists most entries geographically by area, region, or country. The listing is \$50 from the Africana Library, Northwestern University Library, Evanston, IL 60201.

Emancipation images. Images of Afro-Americans of the Emancipation Era is a set of 25 black-and-white prints depicting the lives of blacks in the years following the Civil War. The illustrations, most reproduced from woodcut engravings appearing in Harper's Weekly during the period, portray blacks at home and work, and in the military, schools, Congress, and other settings.

The prints, published on heavy, high-gloss paper, each measure 11½ by 16 inches, except for three double-sized, 23-by-26-inch prints. \$25 from Hodges Publications, POB 2211, Liverpool, NY 13089.



An 1867 Harper's Weekly cover titled "The First Vote."



Washington and Two Marches, 1963 & 1983 looks at the historic March on Washington led by Martin Luther King, Jr., in 1963 (above) and the anniversary march that drew 300,000 people 20 years later. Hundreds of color and black-and-white photos depict the two events and other civil rights and peace issues in the intervening years. 96 p., \$24.95 cloth (0-911253-02-5), \$16.95 paper (0-911253-03-3) from Cottage Books, POB 2071, Silver Spring, MD 20902 (83-073338).

ing. 174 p., \$23.50 U.S., \$28 elsewhere from Libraries Unlimited, POB 263, Littleton, CO 80160-0263 (0-87287-380-3, 84-17102).

Easy Access to Dialog, Orbit, and BRS, by Patricia J. Klingensmith and Elizabeth E. Duncan, is intended for searchers who are presently using only one of these three systems and want to be able to search the others. The guide's step-by-step approach, from logging on to termination, emphasizes the similarities among the three systems, allowing users to learn one system at a time or all three simulta-

neously. The volume also contains chapter summaries, questions and answers, reproductions of printouts, and other helpful features. 248 p., \$49.75 U.S. and Canada, \$59.50 elsewhere from Marcel Dekker, Inc., 270 Madison Ave., New York, NY 10016 (0-8247-7254-7, 84-11432).

**IAC launches electronic journal.** This month the Information Access Company plans to introduce what it claims is the world's first commercial electronic journal. *Information* 

Publishing: An Electronic Journal will focus on the areas of information storage and retrieval, online and other innovative distribution services, and information technologies related to electronic publishing.

The publication will be available as part of the ASAP full-text databases on Dialog and will be fully indexed in the Newsearch and Trade & Industry Index databases. The full text of each article can also be displayed in Trade & Industry Index.

Brian Aveney, former director for research and development at Blackwell North America and editor of ALA's *Information Technology and Libraries* from 1981 to 1983, will edit the journal.

#### VU/TEXT brings another top regional newspaper online: the CHICAGO TRIBUNE!

No information retrieval service digs into America's corners like VU/TEXT. Now the full-text of the <u>Chicago Tribune</u> is online, along with other leading regional newspapers such as <u>The Boston Globe</u>, <u>The Philadelphia Inquirer</u>, <u>The Washington Post</u>, <u>The Miami Herald</u>. And coming soon: New York Daily News and San Jose Mercury-News!

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#### **microcomputing**

Micro applications directory. Information on microcomputer usage in over 150 libraries can be found in the *Directory of Microcomputer Applications in Libraries*. The guide lists types of microcomputers in use, software and peripherals, and applications, plus contact names, addresses, and phone numbers. Indexes by hardware, software, and application are included.

Based on a survey of over 1,500 libraries conducted in 1983 by the Cooperative Library Agency for Systems and Services (CLASS), the directory was completely updated prior to its 1984 publication. 135 p., paper, \$15 from CLASS, 1415 Koll Circle, Suite 101, San Jose, CA 95112.

#### Software services sought

Information on libraries that have established and operated software lending services is being sought for a forthcoming book. J.A. Gilman, author of an article on the subject in the January 1984 issue of the *Library Association Record*, is particularly interested in hearing from public librarians in North America, the United Kingdom, and Australasia, although the book will also cover parallel developments in academic, school, and special libraries.

Send information on all aspects of your software services, including size of the collection, staff involved, and financial details, to J.A. Gilman, c/o Mansell Publishing Ltd., 6 All Saints St., London N1 9RL, England, and indicate whether you would be willing to complete a questionnaire. Gilman promises to reply to all correspondence, and contributions used in the book will be acknowledged.

Computer Literacy for Teachers: Issues, Questions, and Concerns consists of 26 articles presenting differing viewpoints on computer literacy requirements in schools and showing how schools are implementing computer education in the curriculum. Editor John H. Tasner has grouped the contributions into three sections: the first

section considers the current status and the potential of computers in the classroom; the second section presents various opinions on what comprises computer literacy and what children should be taught about this technology; the third section depicts outstanding computer education programs from around the country. Each section contains an annotated bibliography, and appendixes list journals and other resources on computer education. 150 p., paper, \$27.50 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (0-89774-196-X, 84-42820).

Empire state micros. A Directory of Microcomputers in Public Libraries in New York State has been compiled by the Reference and Adult Services section of the New York Library Association. The 120-page directory lists hardware, software, contact people, and users groups with addresses and telephone numbers. \$5 plus \$1 shipping from NYLA Publications, 15 Park Row, Suite 434, New York, NY 10038 (make checks payable to New York Library Association).

Automating small businesses. Computer and Microcomputer Systems for Small Businesses is a guide to the design and installation of business systems in the \$5,000-to-\$50,000 range. Author Russell E. Wilcox covers all aspects of small-business computing, from the basic technology of machine functions and programming essentials through data processing and management science applications. Appendixes offer a sample computer installation contract, checklist, and contract rider; lists of business software for CP/M and commercial databases; recommended resources; and a

glossary. 242 p., \$27.50 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (0-89774-131-5, 83-43246).



Micro hideaway. This mobile microcomputer security center contains a work table and a storage area with space for a monitor, printer, keyboard, and other equipment. The cabinet features lockable oak laminate doors, back-panel circulation vents and grommet hole for cords, and an optional interior light. Bretford Manufacturing, Inc., 9715 Soreng Ave., Schiller Park, IL 60176 (312-678-2545).

#### Women

Women's studies in the curriculum. Integrating Women's Studies into the Curriculum: An Annotated Bibliography lists 517 items to help educators and researchers identify bias and exclusion within their disciplines and develop a more balanced curriculum. Compilers Susan Douglas Franzosa and Karen Massa provide two introductory chapters describing resources on integrating women's studies into the general curriculum, followed by seven chapters covering specific disciplinary clusters: literary studies and writing, science and technology, quantitative reasoning, history, fine arts, philosophy and theology, and social science.

The 100-page volume, the first in a new series of "Bibliographies and Indexes in Education," is \$29.95 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (0-3131-24482-0, 84-12815).

How to Run for Local Office—and Win is a handbook for novice campaigners, aimed particularly at women. The 53-page booklet contains advice on filing, announcing a candidacy, soliciting party support, selecting a campaign staff, producing brochures and publicity materials, financing, gaining endorsements, and other matters. \$6 from PHS Publications, POB 671, Oak Ridge, TN 37830.

Disabled women speak out. Voices from the Shadows: Women with Disabilities Speak Out explores the lives of disabled women in

#### Software Showcase:

#### MicroCheck retrospective conversion system

MicroCheck is a microcomputer system from Brodart for converting library records to machine-readable form for use in COM catalogs or online-access applications.

There are four steps in the retrospective conversion process using MicroCheck. First, the library matches its holdings data (usually the shelflist) against a set of LC MARC microfiche available from Brodart to obtain accurate Library of Congress card numbers (LCCNs). This check is not mandatory, but it reduces the subsequent need for editing.

Next, the library enters these LCCNs along with holdings data (call number, number of copies held, etc.) as short entries on the microcomputer using MicroCheck.

The library then sends this data on diskette to Brodart. The vendor matches this data against the machine-readable MARC file and pulls out full records to be added to the library's file with holdings data attached. Finally, Brodart processes and outputs these records to another medium, such as microfilm or magnetic tape.

MicroCheck allows users to input their own

cataloging data for records not found in the MARC file. Users can also alter the data in any MARC tag of any record in their file, and the program offers local authority control functions for flexibility in controlling headings.

Once the records have been converted to machine-readable form, they are stored in a master file. The user can then add, delete, or change records as desired. When catalogs are produced, Brodart can apply LC Name and/or Subject Authority Control files that will change main and added entries to the latest LC-approved form. MicroCheck's local authority control functions can be used to prevent any undesired LC changes.

The two input samples provided by Brodart illustrate short entry searches and full cataloging. In these examples holdings data is stored in the 090 tag, but users may select the 999 tag if they prefer. MicroCheck allows total control over subfield assignments for holdings data.

MicroCheck is available for the IBM PC, Corona PC, Apple IIe, Apple II+, TRS-80 Models 12 and 16, and Zenith Z89. Minimum RAM, disk requirements, and exact pricing will be supplied on request. Basic pricing for diskette processing is \$150 per month or \$1,650 per year prepaid. Two-day on-site training sessions conducted by Brodart representatives are available.

For more information contact the Brodart Co. at 500 Arch St., Williamsport, PA 17701 (717-326-2461, ext. 640) in the east, or 10983 Via Frontera, San Diego, CA 92127 (619-451-0250) in the west.

e010+ sa81-23601 e000+ sb001-64shSci LibshCom Sci Lib e000+ skeller, a. e245+ safirst Course in Computer Programming. saNew York: SbHcGraw-HillScc1982.

#### MARC short-entry search.

\*100\*10\*aBaker-Carr, Janet.

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Boston Symphony Orchestra\*5k-Janet Baker-Carr.

\*260\* \$abston: 5bvioughton-Nifflin \$c1977.

\*300\* \$al72p.:\$bill.\$c25 cm.

\*500\* \$alncludes Index.

\*610\*10\*aBoston Symphony Orchestra.

\*650\*0\*05\*aMusicians\*2\*4ssachusetts\*2\*Boston.

\*090\*\* \$b785.06\*Music Lib\$hMain

Original cataloging.

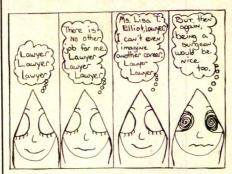
#### The Source

Canada. Author Gwyneth Ferguson Matthews, who has been wheelchair-bound since contracting encephalitis at age 16, based the volume on her own experiences and interviews with others, addressing such areas as employment, parenting, education, sexuality, housing, and social and governmental assistance. The 192-page paperback is \$8.95 from The Women's Press, 16 Baldwin St., Toronto, Ontario M5T 1L2, Canada (0-88961-080-0).

The Music of Women: A Selection Guide, 1984, compiled by Nancy Vedder-Shults, describes nearly 100 recordings by women issued in the past year. The 20-page pamphlet contains sections listing records and print resources in the areas of concert music; jazz, blues, and gospel; folk music; and contemporary women's music. \$3 from Wisconsin Women Library Workers, POB 1425, Madison, WI 53701.

Career options for high schoolers. To help young women get a head start on exploring the world of work, Peterson's Guides has published It's Your Future: Catalyst's Career Guide for High School Girls. Written by the staff of Catalyst, a nonprofit organization promoting the participation of women in business, the 326-page paperback offers practical advice on finding a job; profiles of working women ranging from a nursing consultant to a cable splicer; excerpts from diaries of interesting women of the past, including Margaret Mead and Golda Meir; quizzes and exercises to help readers

learn about themselves and understand how their environment has shaped their personalities; and drawings and poems by teenage girls. \$9.95 from Peterson's Guides, Dept. 4709, POB 2123, Princeton, NJ 08540 (0-87866-280-4, 84-4298).



From It's Your Future: a winning drawing in the Catalyst Cartoon Competition, submitted by Rochelle Ritchie, age 17.

Books by women for women are annotated in Women's Words, a newsletter providing information on recently published works in all fields. Each four-to-six-page issue spotlights around 20 titles, with one-paragraph descriptions and ordering information. One-year subscriptions (10 issues) are \$12 for individuals and \$18 for institutions from Kathy McLaughlin, 8 Fort Point St., #12, E. Norwalk, CT 06855.

# excepts from diaries of interesting women of the past, including Margaret Mead and Golda Meir; quizzes and exercises to help readers Try one free for lo clays! Try a Potdevin Label Paster free in your library for 10 days. Enough time for one operator to process up to 20,000 books. Without the mess of overflow of paste-bottle gluing. Or the unnecessary expense of pre-gummed pockets. Write for our comprehensive new folder "Potdevin Label Pasters and Edge Pasters" and pick the model you'd like to try out: manual or automatic; 6", 8½" or 12" width. No obligation, except to your librarians. Potdevin Machine Co. 274 North Street, Teterborg, NJ 07608

#### = management :

Costing and the Economics of Library and Information Services contains 29 papers viewing cost analysis and library economics. Editor Stephen A. Roberts presents the essays in five sections beginning with a general description of cost accounting and economic analysis and then covering investigation and measurement of the system being costed, basic approaches to service costing, practical cost studies, and main issues in library economics.

Overseas price of the 349-page volume (number 7 in the Aslib Reader Series) is £24 cloth (0-85142-176-8) and £15 paper (0-85142-177-6) from Aslib, Information House 26-27 Boswell St., London WC1N 3JZ, England. (Prices for Aslib members are £21 cloth and £13 paper.)

**Strategic planning,** which attempts to go beyond traditional planning efforts by focusing on and redefining the basic nature of the institution, is the subject of a recent SPEC Kit from the Association of Research Libraries Office of Management Studies.

Strategic Planning in ARL Libraries describes strategic planning as characterized by a deliberate attempt to concentrate resources in areas that can make a substantial difference in future performance and capabilities. In this way, a library can achieve a greater measure of excellence than the size or resources of the university would seem to allow.

A survey of ARL member libraries conducted in early 1984 turned up a number of plans with strategic characteristics. The plans speculate on the outlook for research libraries and attempt to anticipate trends in information technology. Among the specific priorities mentioned most often were integrated library automation systems, strengthened public services, preservation activities, and the quality of library staff.

The 133-page paperback reprints one university plan, four library environmental assessments, and five long-range planning documents and contains a list of selected readings. \$15 (\$7.50 for ACRL library members) from SPEC Center, ARL/OMS, 1527 New Hampshire Ave., N.W., Washington, DC 20036.

ustions publishes the proceedings of a conference held in Oklahoma City last March examining current concerns in library acquisitions. The seven papers, edited by Sul H. Lee, deal with guidelines for evaluating vendor and approval plans performance, the effectiveness of approval plans for collection development, automated acquisitions systems, approval programs from the vendor's perspective, and other topics.

The 148-page collection, the eighth volume in the Library Management Series, is \$24.50 from Pierian Press, POB 1808, Ann Arbor, MI 48106 (0-87650-188-9, 84-61226).

# PERLINE library management system

User support with the emphasis on fundamentals.

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Trained members may direct their in-house staff and practice setting up data for eventual input into the live system. Thus online experience is gained without disrupting the live system. In-depth instructional follow-up

includes subjects such as Fund Accounting, Binding, and Report Writer activities.
Blackwell Library Systems training is performed by librarians with serials operation experience.

#### **Documentation**

Complete software documentation is supplied with the PERLINE<sup>™</sup> system. This consists of a "Getting Started" packet and a detailed instruction manual. The "Getting Started" information packet defines the contents of all files, spells out local control parameters, and contains samples. The all-encompassing instruction manual

leaves no subject unexplained. It covers step by step operation, system design, system capability and philosophy. Also, for bundled systems, complete, detailed manuals are provided for hardware maintenance and operation.

#### **Customer Service**

The PERLINE™ system is backed up at all times. Full assistance, including software and hardware problem-solving, is provided, and all inquiries will be promptly addressed. System designers and programmers are available for

especially difficult problems. A modem provides a means for Blackwell Library Systems personnel to provide remote software support.

For more information on PERLINE™, library management systems, contact Mona Couts, Blackwell Library Systems, Inc., 310 E. Shore Road, Great Neck, NY 11023, (516) 466-5418.

BLACKWELL LIBRARY SYSTEMS, Inc.



## **Currents**

Names are listed alphabetically, except when announcements for a single organization are grouped together. In such cases, see: references are provided from each individual's name.

SALLY J. ARMISTEAD is now head, cataloging services, at the Archibald S. Alexander Library of Rutgers University, New Brunswick, N.J. Recent appointments at Northern Illinois University Libraries, DeKalb, include: LAWRENCE ASHMUN as Thai language cataloger; JOHN W. BERRY as systems development librarian; MAR-JORIE DOYLE as business/economics/ government publications librarian; ABIGAIL LOOMIS as general reference/information desk services librarian; ELIZABETH A. TITUS, 1970 winner of Michigan Library Association's Outstanding Young Librarian in Michigan Award, as assistant director for public services; and CAR-ROLL H. VARNER as assistant director for technical services. 

CHERYL HIGHAM BEATTY is now head of public services at Sacred Heart University Library, Fairfield, Conn. New officers at the American Society for Information Science include TRUDI BELLARDO and EDWARD KAZLAUSKAS as directors-at-large and JULIE A. C. VIRGO as president-elect. Bellardo is assistant professor and assistant dean of the University of Kentucky library school, Lexington; Kazlauskas is associate professor in the library school of the University of Southern California, Los Angeles; and Virgo, former executive director of ALA's Association of College and Research Libraries, is vice president and treasurer of the Carroll Group and a part-time faculty member of the University of Chicago, Ill. | John W. BERRY: see Lawrence Ashmun. 

The Michigan Library Association recently honored ALAN S. BOBOWSKI, associate director for services at the Michigan Library Consortium, Lansing; GERI FURI, head of computerized reference services at Farmington Community Library; Susan M. HASKIN, former deputy state librarian of the Library of Michigan, Lansing, and 1978 recipient of the Robert S. Bray Award from the American Council of the Blind; and GLENDA VANDEMARK, young people's librarian at Bay County Library System, Bay City. Bobowski won the Walter H. Kaiser Award; Furi and Vandemark received Loleta D. Fyan awards; and Haskin was named 1984 Librarian of the Year. 

BEVERLY BURY is now assistant director for branch services at the Public Library of Charlotte (N.C.) and Mecklenburg County. ROBERTA A. E. CAIRNS, director of library services at East Providence Public Library, is the new president-elect of the Rhode Island Library Association.



☐ In January CHRISTINE CAIRO became coordinator of children's services at the Indianapolis-Marion County Public Library. She succeeded Ann Strachan, who retired in December. 

The Literacy Volunteers of America recently presented its President's Award to ALA's director of the Office of Library Outreach, JEAN COLEMAN. Among her achievements is the organization of the Coalition for Literacy in 1981. At the Library of Michigan, Lansing: JOAN CULLINAN is now director of the Library Development and Special Services Division; RUTH DUKELOW is library establishment specialist; CHARLAINE EZELL is certification and con-





tinuing education specialist; RICHARD J.

HATHAWAY is director of the Information and Government Services Division; JOANN KOELLN is

head of reference and information services; and

ROBERT THOMPSON is information systems spe-



Catherine O'Connell



Joann Koelln

MATHESON: see Jacque-Lynne Schulman. LIN-DA McSweeney recently became head of the Reference Services Unit at the Vermont Department of Libraries, Montpelier.



cialist. CLARA J. DIFELICE recently became audiovisual/outreach coordinator at Palm Springs ☐ NANCY JEAN MELIN recently became editor of (Calif.) Public Library. 

MARJORIE DOYLE: see Small Computers in Libraries, succeeding ALLAN Lawrence Ashmun. At the New York Library D. PRATT, who resigned to become a library Association annual conference LEO DRATFIELD, specialist in the field of microcomputers at IBM editor of the Kaleidoscope Review for Films and in Milford, Conn. Melin also edits Library Hi former film distributor, received the Film/Video Tech, Library Software Review, and the M300 Roundtable's Joan Clark Award and MARJORIE HASBROUCK, director of the Stone Ridge Liand PC Report. In January TERRY NOREAULT, assistant professor of information science at the brary, won the L. Marion Mosher/Asa Wynkoop University of Pittsburgh, Pa., began a six-month Award for distinguished librarianship. 

RUTH appointment as visiting distinguished scholar at DUKELOW: see Joan Cullinan. 

CHARLAINE OCLC's Office of Research in Dublin, Ohio. He EZELL: see Joan Cullinan. 
GERI FURI: see will study expert systems and natural language Alan S. Bobowski. 

Jan. 31 Andrew Geddes access to online systems with an eye toward retired as director of the Nassau Library System, developing microcomputer-based software to as-Uniondale, N.Y., after 22 years of service. Geddes's distinguished career includes service as sist the casual searcher. 

In November CATH-ERINE A. O'CONNELL became director of the president of both the New York Library Associ-Public Libraries of Saginaw, Mich. | VIRGINIA ation and ALA's Public Library Association. JOSEPH GREEN succeeds him as Nassau director. OPOCENSKY: see Susan Kling. 

SALLY PAT-RICK: see John Hartvigsen. 

ALLAN D. PRATT: At Salt Lake City (Utah) Public Library JOHN see Nancy Jean Melin. 

Recent staff changes at HARTVIGSEN is now director of personnel, EIthe National Library of Medicine, Bethesda, LEEN LONGSWORTH is assistant director, and Md., include the appointment of JACQUE-LYNNE SALLY PATRICK is director of community relations. Marjorie Hasbrouck: see Leo SCHULMAN as head of the Circulation and Control Section and the resignations of NINA W. Dratfield. Susan M. Haskin: see Alan S. MATHESON and JOHN E. ULMSCHNEIDER. Bobowski. RICHARD J. HATHAWAY: see Joan Matheson, former consultant in the Office of Program Planning and Evaluation, has become Bellardo. In December RALPH E. director of the Johns Hopkins University medical KENNICKELL, JR., became head of the U.S. Government Printing Office. 

At the recent library in Baltimore; Ulmschneider, who was NLM's systems librarian, is now library automa-Nebraska Library Association annual conference tion systems manager at the Earl Gregg Swem SUSAN KLING, of the Nebraska Library Commission, became president-elect, and VIRGINIA Library of the College of William and Mary, Williamsburg, Va. Ann Strachan: see Christine Cairo. Earl Taylor is now director of OPOCENSKY, coordinator for young people's services at Lincoln City Libraries, received the 1984 library systems and operations at Boston College, Mad Hatter Youth Service Award. 

JOANN Chestnut Hill, Mass. 

ROBERT THOMPSON: see KOELLN: see Joan Cullinan. 

EILEEN Joan Cullinan. 

ELIZABETH A. TITUS: see LONGSWORTH: see John Hartvigsen. ABIGAIL LOOMIS: see Lawrence Ashmun. 

The 1984 Lawrence Ashmun. 

STELLA TJOGAS is now coordinator of young adult services at Contra winner of the Voice of Youth Advocates/AASL Costa County Library, Pleasant Hills, Calif. Award, enabling a member of ALA's American JOHN E. ULMSCHNEIDER: see Jacque-Lynne Association of School Librarians to be a first-Schulman. 

In January MARCIA VALANCE betime attendee at an AASL conference, was BARBARA ANN LYNN, librarian at Iola (Kans.) came head librarian of the Grand Rapids (Mich.) Public Library. 

GLENDA VANDEMARK: see Senior High School. 

BONNIE MACK recently Alan S. Bobowski. Carroll H. Varner: see became Health Science Information Network coordinator at the University of Wyoming's Lawrence Ashmun. 

Julie A. C. Virgo: see Laramie Projects Office Library. 

NINA W. Trudi Bellardo.

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\*The review appears in the 2/1/84 issue.



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**Cover.** Labeled "A New Year's gift for the year of our Lord, 1758, Liege, Netherlands," this tiny almanac, no bigger than a hand, is one of 260 rare books and other treasures on display at the New York Public Library. The cover bears the message *Je ne puis l'oublier*, framed by heavy raised embroidery of gold threads in rococo curves. See page 155.



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## the editors' page one

#### Books 'R' Us—sometimes

OCCASIONALLY, I EXPERIENCE STRANGE Intimations that librarians have something to do with books, that libraries are inseparable from books, that AL readers would enjoy a few book-related features. Yet, observation repeatedly confirms that books are not necessarily "Us."

It is true that most applicants to library school will pledge, "I love books," thinking this piety will win them points with an admissions officer. (See this issue's "career concerns" survey). But never will seasoned library pros make so reckless a declaration, lest 1) a tech services supervisor pile on more books for them to process; 2) a "bookish" stereotype be applied to them; 3) they be mistaken for an amateur booklover, such as a library patron or collector of gilded classics sets; or 4) they be paid \$98 a week because "books are their own reward."

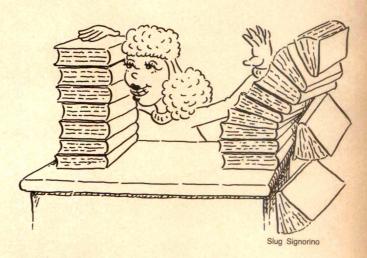
I imagine that library school admissions people have for years enjoyed a good laugh over the "I-love-books" idealism of aspiring librarians, just as a youthful commitment to "justice" or "healing" must bring down the house in law or medical schools.

#### **Bookloathers**

Some librarians love some books sometimes. Other times, some librarians loathe books, and some book people—such as publishers and authors—despise librarians. It doesn't all fit together sweetly.

In our public relations campaigns, our common disclaimer that "libraries are not just books" reveals a recurrent contempt for the little buckram buggers. Why, if "Books 'R' Us," have we come to need special champions of bookoriented libraries, such as Marvin Scilken, Will Manley, and Tom Ballard? Last month, a library-magazine editor found the Librarian of Congress's report, Books in Our Future, to be an unnecessary and inept overstatement on behalf of books; and, said the editor, the Library's Center for the Book is as redundant as a Center for Chocolate at the Hershey corporate headquarters.

But is it? Was there one raisinet of evidence, prior to the Center for the Book and the reports it publishes, that the Library of Congress worried about The Book per se? Yes, it has acquired and maintained some 18 million books to answer Congressional queries and provide bibliographic data to libraries; but if Congress had said, put all the info on optical disks and toss the books, out they would have gone with barely a whimper. A center for the book was necessary because libraries and books are no longer natural, inevitable symbiotes.



#### **Booknerds**

Worse, some publishers and authors see libraries as enemies of the book. Academic faculty, too, often share this view, especially when librarians propose book-weeding projects. But one has only to scan the reader-opinion pages of Publishers Weekly to appreciate what inflexible nerds and nitwits we appear to be in the eyes of those who produce books.

As for those who write books, consider that author groups are again lobbying for a Public Lending Right—a program that in my opinion is motivated by petty greed and an aversion to books in the hands of librarians. A "public right" that puts a pile of taxpayer's money in Jackie Collins' bank account? Really!

No, the symbiosis of books and librarians seems no longer natural or inevitable. Books 'R' Us today mainly in the sense that most libraries have more to do with books than with anything else; otherwise, we are a varied group of hardworking managers and educators, with many interests beyond being "custodians" of a particular cultural package.

Still, since we live and work with so many books, they do become a special part of our collective consciousness, and when they are diminished, we are diminished. When they flourish, we are enriched. Our articles this issue—pointing out quality titles from "blockbuster" publishers, a synergistic relationship between a library branch and bookstores, a librarian behind a bestseller, and two lavish library exhibits on books—may recapitulate some of the joys of our bookish phylogeny, whether Books 'R' any longer Us or not. —A.P.

### \_\_\_\_in the news\_\_\_\_

### Reagan zeroes NCLIS and free mail to blind

As expected, the Reagan Administration budget for FY 1986 submitted to Congress Feb. 4 requested -0- for the Library Services and Construction Act, even though Reagan had approved the five-year extension of LSCA just before the November elections and also signed the Congressional bill appropriating \$118 million for LSCA for FY 1985.

Once again, also for the fourth year, the Reagan budget zeroed the Higher Education Act Title II, for which Congress appropriated \$7 million for FY 1985.

Education Department briefing papers provided no new rationale, merely repeating arguments that the proposals were based on the past success of LSCA and the interlibrary cooperation programs and the administration desire to give full responsibility to state and local governments.

For the first time, the Reagan budget added the National Commission on Libraries and Information Science to the zero request list. In last year's budget, Reagan had requested \$690,000 for NCLIS and later signed the Congressional appropriation of \$720,000.

Other notable library-related zeros in the Reagan budget included the \$801-million postal revenue foregone subsidies that, among other things, provide free mailing to the visually handicapped; the \$4.5-billion revenue-sharing program; and the \$100-million science and math education funds.

#### NEH grants cut

The National Endowment for the Humanities funds, according to the Reagan budget, would be cut from the current \$139.5 million to \$126 million. The NEH Humanities Projects in Libraries would be cut 57 percent from \$2.8 million to \$1.2 million. The Challenge Grant Program would drop from \$19.6 million to \$16.5 million.

For the Education Consolidation and Improvement Act Chapter 2 state block grant, the Reagan budget requested exactly the sum appropriated for FY 1985: \$531.9 million.

In other Reagan years, Congressional support for libraries has overcome administration zeros, but 1985 looks different, says ALA's Washington Office. As always, members of Congress are skeptical. Some of them say the administration is unnecessarily harsh on domestic programs while favoring national defense. Congressional leaders are determined to cut the projected \$200-billion budget deficit and are developing alternative proposals, including a freeze at FY 1985 levels. To reach deficit reduction targets, however, some programs will have to be cut, and those zeroed out in the Reagan budget are at risk.

At the ALA Midwinter Meeting, Council



#### Los Angeles to preserve and expand Central Library

On Feb. 6 the Los Angeles City Council approved a \$1 billion Community Redevelopment Agency project including the rehabilitation and expansion of the landmark Central Library. A 70-story office building called Library Tower will rise opposite the three-story library and a 65-story skyscraper will be built diagonally across the street (see photo).

"This is the culmination of five years of planning and involvement by our firm working with the city to restore the library and preserve its open space as the central focal point for downtown," said Robert F. Maguire III of Maguire/Thomas Partners.

For nearly 20 years, residents have debated the fate of the overcrowded, deteriorating landmark built in 1926. Now work will begin next year on the expansion, adding 200,000 square feet to the present 160,000.

The eight-year library project designed by Hardy Holzman Pfeiffer will cost about \$141 million. Some \$100 million will come from Maguire/Thomas, which has purchased the library's unused air rights to apply to the two new skyscrapers. The \$315 million Library Tower, designed by I. M. Pei & Partners, will be the tallest building in Los Angeles and form the backdrop for a watergarden-stairway curving down Bunker Hill, opposite the library entrance. The second skyscraper, the \$337-million Grand Place Tower, is being designed by Philip Johnson. Maguire/ Thomas will transform the present library parking lot into a landscaped park with restaurants, shops, and a subterranean garage.

But the unquestioned "star" of the development project, the planners say, is the Central Library itself.

urged Congress to continue its bipartisan support of federal library programs. The ALA Washington Office asks citizens to write their members of Congress—especially Republicans—protesting the proposed elimination of library programs, updating impact data, and citing fresh "for instances" of how library-services cuts could affect the community. Send copies of your letters to ALA Washington Office, 110 Maryland Ave., N.E., Washington, DC 20002.

## Proposed AT&T tariff could hike OCLC bills up to 80%

On Jan. 18, AT&T filed a new private-line tariff request with the Federal Communications Commission completely restructuring service for interstate dedicated leased lines. The proposed effective date: March 4.

The FCC asked for comments on the 3,000 pages of tariffs and supporting materials by Feb. 7, despite pleas from Sen. Larry Pressler (R-S.D.) and other library supporters for more time. Librarians fear the AT&T restructuring proposal is similar to an earlier AT&T plan that would have increased rates for libraries connected to OCLC by 60 to 85 percent (AL, May, p. 280). The FCC ruled that proposal unlawful last June.

In February AT&T officials indicated that under the new tariff the average increase for all private-line customers might be 8.6%, and for OCLC, 26%. OCLC's first analysis was hampered by inconsistencies in the tariff and lack of AT&T impact data, but showed some circuits with increases as high as 80%.

The American Library Association, the Association of Research Libraries, OCLC, the CAPCON library network, and other groups and individuals have appealed to the FCC to reject or suspend the tariffs.

## Anti-AIDS policy forces library clerk's dismissal

On Dec. 30 Broward County (Fla.) Library mail clerk Donald Faubus was fired because he has AIDS, the Acquired Immune Deficiency Syndrome. Faubus, who worked at the main library in Fort Lauderdale, thus became the second county employee to be dismissed for fear others might get the disease.

County Administrator Floyd Johnson told the *Miami Herald*, "I have researched this thing... I have a responsibility to protect all of Broward County's work force, and all of the general public that is served by the workforce."

Florida's chief epidemiologist called the county's AIDS policy contemptible and completely unjustifiable medically. Experts from New York to San Francisco agreed that AIDS is a sexually transmitted disease; doc-

tors say no patient has contracted the virus through casual contact.

A Herald editorial urged the county to amend its "Draconian" policy.
Faubus, who feels able to work, will not

Faubus, who feels able to work, will not challenge the firing. He admits he lied about his health when applying for the job in 1983. However, a Broward County budget analyst who was fired under the same policy last September is appealing to the Florida Commission on Human Rights.

Cecil Beach, Broward County library director, told AL, "We don't know about AIDS, except that it is highly communicable and fatal. We hope that we are acting in the best interests of everyone concerned . . . We want to act in a compassionate way." Beach said Faubus received three months paid leave and all the benefits he could get.

## Two salaries top \$100,000, university libraries report

For the first time, the Association of Research Libraries Annual Salary Survey has added a new upper category for earnings: \$100,000 or more. In FY 1985, the salaries of two university library directors reached that level. Eleven other university library directors and one non-university ARL member earn between \$80,000 and \$99,999. In FY 1984, only six university library salaries

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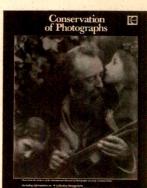
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exceeded \$80,000.

The ARL Annual Salary Survey published in December reports an average salary of \$27,935 for the total of 6,262 university library positions included. The average for the 3,932 women is \$26,568, the average for the 2,220 men is \$30,242.

At the other end of the \$100,000 scale, four professionals at ARL university libraries make less than \$14,000. Rochester University records the lowest beginning salary, \$13,650. The University of California/Los Angeles lists the highest beginning salary, \$22,356.

The survey says that the median salary for all professional staff in ARL university libraries increased 4.65% during the past year, and the median beginning professional salary increased 4.5%. Both grew faster than the CPI index so, for the third year in a row, ARL libraries regained another small portion of the purchasing power lost in the preceding decade.

Salaries paid to librarians in private ARL libraries in the United States average 2.3% higher than those in publicly supported institutions. Higher average salaries are also paid in larger libraries, and the geographical influence continues to show: In the U.S., the highest average salaries are paid in the Pacific and Mid-Atlantic regions and the lowest in the South-Central regions. Fewer minority professional positions were report-

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Academic Research Associates, 719 Greenwich Street, New York, NY 10014 ed this year: 641 as against 645 last year. Asians occupy 349 of the total minority positions; Blacks, 206; Hispanics, 78; and American Indian/Native Alaskans, 8.

The ARL Annual Salary Survey is \$8 to ARL members, \$10 to nonmembers, from the Association of Research Libraries, 1527 New Hampshire Ave., Washington, DC 20036.

## San Francisco extols Frantz for managerial excellence

"John Frantz is everything a public employee should be," San Francisco Mayor Dianne Feinstein declared Jan. 7. "Since he took over the leadership of San Francisco's library services in 1977, he has demonstrated the initiative, the diligence, and the hands-on management absolutely critical to exacting the best possible public services from the city's limited resources."

Feinstein and Transamerica Corporation President James Harvey presented the city's third annual Department Head of the Year award to City Librarian Frantz. The award, sponsored by Transamerica, included a \$1,500 cash prize, a crystal Transamerica pyramid, and a pair of Super Bowl tickets.

Frantz, a 58-year-old member of the Public Library Association and the Library Administration and Management Association, was selected from an evaluation of the 58 eligible managerial candidates. He was cited for his leadership in increasing library hours and days of service, for establishing an automated circulation system that has improved service, and for establishing computerized reference and information services. In previous years the award had been won by the San Francisco police chief and the head of Department of Public Works.

Born in Seneca Falls, N.Y., Frantz formerly directed the Brooklyn Public Library, the Green Bay (Wis.) Public Library, and the U.S. Office of Education Library Services and Construction Act program.

## Mellon offers \$500,000 in matching book grants

With a deep bow to needy libraries, the Andrew W. Mellon Foundation of New York City is offering \$500,000 in matching grants to allow 1,000 public libraries to acquire Library of America sets.

Application forms are being mailed to 6,000 libraries with annual book budgets under \$20,000. To qualify for one of the \$500 awards, a library must also employ a full-time librarian, be open to the public 30 hours a week, and raise \$500 on its own. Some exceptions will be considered with valid special circumstances.

The Library of America, a nonprofit publishing program supported by the National Endowment for the Humanities and the Ford

Foundation, began publishing the collected works of America's foremost authors in uniform hardcover editions in 1983. Beginning with Herman Melville, Nathaniel Hawthorne, Walt Whitman, and Harriet Beecher Stowe, it has put out 23 volumes of the projected 60-volume set. In January the Library of America won a National Book Circle Award for "distinguished contributions to the enhancement of American literary and critical standards."

Some 500 libraries subscribe to the series, but the publisher fears the great majority of the 9,000 public libraries in the U.S. cannot afford even the minimum cost of \$165 for the eight volumes published each year. According to the publisher, two-thirds of the libraries operate with book budgets under \$10,000; almost half the budgets are under \$5,000.

With the help of the Public Library Association, the Council on Library Resources, and several state librarians, the publisher organized the Mellon Matching Funds Program. Libraries with book budgets between \$10,000 and \$20,000 get one year to raise \$500; libraries with budgets under \$10,000 need raise only \$250 a year for two years.

To apply, file the Library of America form with a letter of commitment from a donor(s) for the matching funds. The application deadline is Aug. 15. A second grant period will begin in November with a May 1, 1986, deadline.

For more information, contact Mac Griswold or Judy Nyren at the Library of America, 14 E. 60th St., New York, NY 10022 (212-308-3360).

#### Thief could get 10 years

In U.S. District Court in Central Illinois, convicted book thief Robert Kindred recently pleaded guilty to a federal charge of transporting materials stolen from academic libraries in four states.

Four years ago a state court had fined Kindred \$2,500 plus court costs for the theft of University of Illinois library materials (AL, March 1981, p. 119). At the time, police had also found in his possession some 140 lithographs, maps, plates, and other materials ripped from old books in the libraries at Rice University, Oklahoma State, Texas A&M, the University of Maryland, and Loyola in New Orleans.

By the time a federal charge was made against him, Kindred had disappeared. He was picked up in California last year on a minor narcotics charge and returned to Illinois to face the book theft charge. With sentencing scheduled for March 14, Kindred faces a possible fine of \$10,000 and 10 years' imprisonment.

Oberlin College Library Director William A. Moffett, who operates an information clearinghouse on library theft, says the security review prompted by the Kindred case in 1981 led directly to the capture of James

Shinn, who is now serving a 20-year term at Leavenworth. The Shinn case, in turn, raised the level of FBI interest in library theft and led to the federal charge against Kindred.

Moffett says that although both Kindred and Shinn operated out of southern Illinois, investigators have found no evidence that they were related in any way. Shinn specialized in books he "restored" and sold to dealers; Kindred seems to have been exclusively interested in illustrations.

Moffett, who credits both University of Illinois police officer Murvin Valentine and the federal law enforcement agencies for apprehending Kindred, pointed out that professional book theft almost invariably involves more than one state jurisdiction and requires active prosecution by federal authorities. "The latest turn in the Kindred affair reaffirms that interest and will be taken by librarians as a very welcome signal," Moffett said.

#### **news** in brief

Missouri weighs prison for delinquents. The Missouri state legislature may make it a felony to keep library books more than 60 days beyond their due dates. If the materials are worth more than \$150, the borrower could be sentenced to a maximum five years in jail and up to a \$5,000 fine.

The bill was drafted by the Missouri Library Association Legislation Committee chaired by Kansas City Library Director Daniel Bradbury. "We're losing a third of our budget on non-returns," Bradbury told AL. Local ordinances protect some Missouri libraries, but Bradbury wants a comprehensive state law similar to those in Wisconsin and Illinois.

When the media hyped the story of the proposed jail sentences, Missourians laughed. However, when librarians explain that the non-returns mean loss of tax dollars, the citizens pay attention, says Bradbury.

Oregon library to honor Hatfield. Groundbreaking for the Mark O. Hatfield Library at Willamette University, Salem, Oreg., will take place April 13. Republican Sen. Hatfield is known as a strong supporter of libraries.

In announcing plans for the library Jan. 26, Willamette President Jerry E. Hudson mentioned Hatfield's long connection with the university as student, professor, administrator, and trustee, and his love of books.

The two-story Hatfield Library will be double the size of the current library and serve as a repository for Hatfield's official papers. Part of the second floor will display Hatfield's extensive collection of books on the American presidency, his memorabilia, and papers and historical documents covering his 35-year political career as an Oregon legislator, governor, and U.S. senator.

Willamette University has already secured nearly half the \$6.8 million projected cost,

#### IMAGE: How they're seeing us

First TV Guide stuck us with the old librarian stereotype (AL, Jan., p. 7), and now the profession gets the needle from another national circulation giant: People Weekly.

On its Dec. 31 "Picks & Pans" page, a contemporary photo of TV actress Morgan Fairchild appears beside a childhood shot of her wearing glasses on a chain.





The caption points out that Fairchild's book *Super Looks* included the photograph of her at 9 "when her look said, 'Which way to the Future Librarians' Club?' rather than 'You haven't canceled another one of my series, have you?' "

ABC bumped Fairchild's most recent series, "Paper Dolls," after its Christmas airing.

At the Forbes Library in Northampton, Mass., director Blaise Bisaillon and children's librarian Alexce Hackett posted the page on the staff bulletin board, with this addition: "[. . . Fairchild's book included a photograph of her at 9] and at 29, when her look said 'I work at the Forbes Library.' "

As far as we know, *People* received two letters of protest: one from school librarian Suzanne Smith of St. Clairsville, Ohio, and another (published in *People* Jan. 21) from Louise Paziak of Burbank, Calif. Both challenged the editors to portray librarians as dynamic and attractive, and as disseminators of a wide variety of media.

More than 30 readers responded to our call for examples and comment in January's initial "Image" column.

Several readers reported a curious remark in a Sanford, Fla., court battle, as covered by the Associated Press Jan. 10. Used as a witness against an alleged coke dealer was a prostitute who worked as a police informant. The judge dismissed trafficking charges on grounds of this witness's "unlawful, unconstitutional misconduct." The prostitute was said to have seduced the defendant.

Prosecuting attorney Michael Peacock reportedly "told the judge it would be much easier to prosecute crimes if all the witnesses were librarians and priests."

Seen a media image—good or bad—of librarians lately? Please share it with Edith McCormick, AL, 50 E. Huron St., Chicago, IL 60611.

the president said. Architects for the project are Murphy, Downey, Richmond, & Woofford of St. Louis.

Gille alert. Nancy Finney, periodicals librarian at the College of the Sequoias in Visalia, Calif., recently warned colleagues of the arrival of fresh flyers from Frank Gille, who has served a prison term for mail fraud (AL, May 1982, p. 327). In November Finney received a glowing new ad for the Encyclopedia of California, a Somerset Press work that proved to be a travesty of a reference source after her library purchased it several years ago. Finney has also thrown out a recent offer of a \$145 Biographical Dictionary of the Indians of the Americas and other works from American Indian Publishers.

In January the Loyola Academy Resources Center of Wilmette, Ill., reported the loss of \$69 prepaid to Somerset for the *Encyclopedia of Illinois*. The center had also ordered, without prepaying, the *Illinois Gazetteer* and *Illinois Biographical Dictionary* from American Historical Publications, Inc. None of the books has been received.

Somerset, American Indian, and Ameri-

can Historical are all Gille imprints. For a complete list and more information, please write the Bookdealer-Library Relations Committee, Resources Section, Resources and Technical Services Division, ALA, 50 E. Huron St., Chicago, IL 60611.

Paper for infinity. A National Information Standards Organization committee chaired by Gay Walker of the Yale University Library Preservation Department has developed American National Standard Z.39.48 – 1984 Permanence of Paper for Printed Library Materials.

The standard establishes criteria for permanence of uncoated papers requiring acid/alkaline balance, folding endurance, tear resistance, alkaline reserve, and freedom from groundwood or unbleached pulp. Paper meeting the standard may carry a symbol of compliance, the mathematical symbol for infinity set inside a circle. Such paper should last several hundred years.

ANS Z39.48 – 1984, the *Permanence of Paper for Printed Library Materials* is \$5 from the American National Standards Institute. Sales Dept., 1430 Broadway, New York, NY 10018.

## action exchange

#### Protecting microfilm, sharing jobs, and printing labels

Q. How do libraries minimize the damage to microfilm due to users' failure to lift the glass film plane on the 3M500 Reader/Printer before advancing or rewinding the film? Steven M. Wooldridge, Audiovisual Librarian, Loyola/Notre Dame Library, Inc., 200 Winston Ave., Baltimore, MD 21212 (AL, Dec., p. 782).

A according to Henry J. Dubois in his "Signal Panel Alerts Users to Reader-Printer Condition" in the Summer 1984, Microform Review, pp. 169-75, the California State University/Long Beach library uses an innovative monitoring device that disables the advance/rewind motor when the clamp is used in a closed copying position. If the motorized control is used with the clamp closed, the film will likely be scratched. Thomas A. Bourke, Chief, Microforms Division, New York Public Library, 5th Ave. and 42nd St., New York, NY 10018.

A. At the Saint Xavier College Library, we try to minimize damage done to our microfilm by teaching our Library Instruction classes how to operate the machines and avoid film scratches by lifting the carriage. Library staff and student workers who help users individually also point out the damage potential. Personalized instruction is more effective than written directions. Katherine Konopasek, Reader Services Librarian, Saint Xavier College, 3700 W. 103rd St., Chicago, IL 60655.

A. I found the glass film plane a bother not only to my patrons but myself so we have simply stopped using it. By adjusting our focus with the lens and leaving the glass plane open, we eliminate any possibility of harm to the film and find that we can obtain a clear image on the screen. When we tell patrons how to use the reader/printer we do not even mention the plane. Dorothy H. Mueller, Librarian, Philadelphia Maritime Museum, 321 Chestnut St., Philadelphia, PA 19106.

Q. What libraries, preferably academic, have tried job sharing in reference positions? How was it done, what are the problems, was the salary split proportionately, and how did you convince the administration to try it? Pam Reid, Reference Librarian, Mertys W. Bell Library, Guilford Technical Community College, POB 309, Jamestown, NC 27282 (AL, Dec., p. 782).

A. For more than a year Towson State University has allowed two of its full-time reference librarians to work half time. The two new mothers work 17.5 hours per week on the same compensation scale. Each receives exactly half of her former salary and benefits including holidays, vacation, sick leave, and health coverage.

Each librarian works a fixed schedule of two half-days and one full day, plus half the number of weekend days the full-timers work. We have encountered few problems.

The administration was initially convinced to try the half-time positions because it could keep two excellent, experienced librarians on staff and avoid recruiting and training a new person. It was understood that the part-timers could not be guaranteed a full-time position, but would have the opportunity to switch if such a position were available. The administration also had the flexibility to fill the empty half-time positions by staff reorganization and retrenchment.

Recently we began a variation on the pattern with two fulltime librarians dividing their schedules between the reference and technical services departments. Debra Berlanstein, Reference Librarian, Albert S. Cook Library, Towson State University, Baltimore, MD 21204.

A. My co-worker and I share the position of Reference Librarian/Search Analyst at the Philadelphia College of Pharmacy. We both have small children and long distances to travel to work.

Before we began sharing, I held the position and she worked in the library as a Library Science student intern. At the time she graduated from library school and was job hunting, I wanted to reduce my hours and proposed dividing the job so that I would work three days and she only two. Since I was well trained and experienced and my colleague was well known and liked, the idea was accepted and the library retained two competent, satisfied employees.

Our salaries are set according to our individual qualifications. We are paid on an hourly basis and we receive no benefits. The personal advantages of job sharing are great, as

(Continued on p. 148.)

#### Over to you

- 1. How can we keep printer-produced spine labels from fading? (N.H.)
- 2. What libraries prefer The Source to Dialog as a single online information service? (Va.)
- 3. I need advice on physically combining two separate high school libraries into one. One library will remain active for the year of the transition, the other will be stored for one year. (N.Y.)
- 4. How do libraries using visible files to record receipt of periodicals alert staff to non-receipt of an issue before readers complain? (Calif.)
- 5. What reference departments use a microcomputer for ready reference files? What computers and software have been used successfully? (Va.)
- 6. I would like to hear from librarians using computers in large (2,300 students) urban high schools with a full schedule of instructional and reference services. Did you first use them for administration or instruction? What kind of training did you have? Which administrative services did you computerize first? Which commercial software packages were most useful? (N.Y.)
- 7. What libraries have successfully installed windmills to generate electricity and how did they go about it? (N.Y.)

Please send replies to Action Exchange

ACTION EXCHANGE welcomes your typed questions and answers. Q's and A's become American Libraries property and may be edited. Please include your name, address, and position. Write to Lois Pearson, ACTION EXCHANGE, 50 E. Huron St., Chicago, IL 60611.

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#### Action Exchange

we maintain a manageable schedule. We can cover for each other by switching days when one of us has a meeting or appointment. We've learned to leave each other detailed notes or telephone when necessary to apprise each other of the status of outstanding queries. We split our attendance at workshops and meetings and we alternate months for completing newsletter articles and online search statistics. Karen M. Albert, Reference Librarian/Search Analyst, Joseph W. England Library, Philadelphia College of Pharmacy and Science, 42nd St. and Woodland Ave., Philadelphia, PA 19104.

A. In the fall of 1982, the New York University Libraries Public Services Department began a job-sharing program that temporarily assigns librarians and reference assistants for no more than five hours a week to other public service departments for one semester.

The objectives are to develop skills, widen areas of expertise and thus enhance overall understanding of library operations, contribute to the integration and consistent delivery of services throughout the system, encourage new perspectives and policies, offer job enrichment, stretch staff in departments with shortages, and promote a team approach.

Participants are selected on the basis of their availability and knowledge of host department activities. No financial arrangements are made and no problems have developed. Host departments offer relevant training and participants evaluate the experience after the assignment is completed.

After two years, department heads and participants have found the program to be quite beneficial in terms of expanded knowledge of services and resources and for staff development. Almost all the public services staff has been involved at some point in the program. Nancy C. Kranich, Director of

Public and Administrative Services, New York University Libraries, 70 Washington Sq. S., New York, NY 10012.

Q. Has anyone developed techniques (i.e., programs) for printing LC labels from the machine-readable records produced during retrospective conversion from Dewey to LC? Thomas Kirk, Librarian, Berea College, Berea, KY 40404 (AL, June, p. 370).

A. For several years we have been generating labels online for our regular LC cataloging. Now we're in the middle of retrospective conversion from Dewey to LC and labels are being produced. The only difference between this program and the regular label program is that the Dewey number for each title is included on a throw-away section of the label so that labels do not have to be matched with Dewey shelflists. The program also facilitates retrieval of the item to be relabeled. Sheila M. Laidlaw, University Librarian, Harriet Irving Library, University of New Brunswick, POB 7500, Fredericton, N.B. Canada E3B 5H5.

Added A.'s to previous Q.'s:

• On vandalism publicity (AL, Jan., p. 13): Robert Jacobson: Design, Department EL, POB 8909, Moscow, ID 83843, offers posters on the proper treatment of library materials. The posters use humor to get their message across and offer something for every age level. Linda L. Floyd, Librarian, Northampton High School, Eastville, VA 23347.

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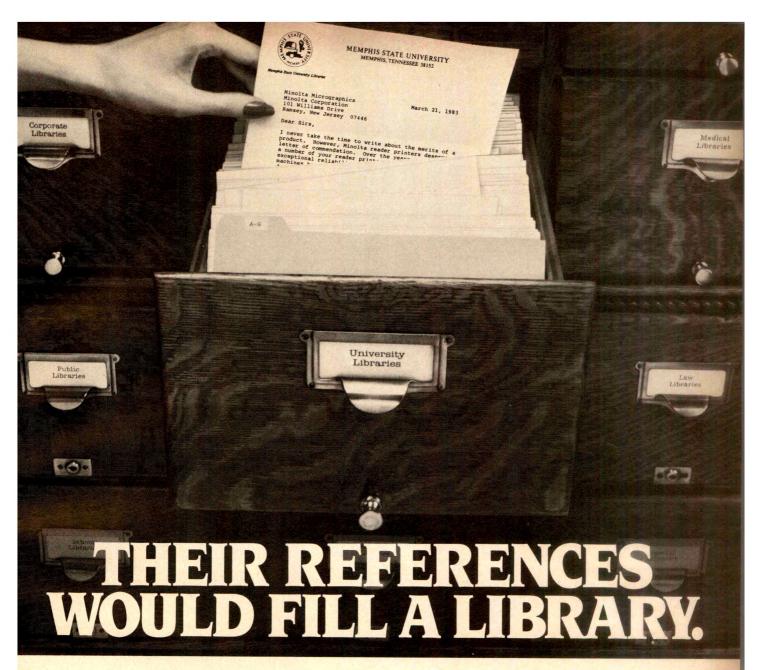
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#### Promote reading and role models

I WAS MORE THAN A LITTLE DIStressed by the 1985 ALA Graphics Catalog featuring Wonder Woman in a bright poster pushing the entertainment value of the library, and Bette Midler in pajamas, clutching a stuffed animal and a picture book. I can understand the value of making reading and libraries appear fun and glamourous, but I am dismayed that in 14 pages of posters, bookmarks, and the like we cannot manage to produce a single positive image of an adult woman.

Little boys who read, our graphics suggest, can aspire to grow into a pilot, a cowboy, an author, a business whiz, a dancer, a musician, even a nurturing Bill Cosby; but little girls must apparently look forward to life as a buxom cartoon character or a cuddly bed partner. Something is wrong here. I am certain ALA had no intention of perpetuating such foolish and degrading stereotypes; but innocent intentions are not enough. Let's give at least as much attention to the role-model potential as we do to being catchy and cute. Please, next year, a female grown-up or two.

(It also seems a little tacky that the ONLY non-white human faces in the catalog are all in the Bill Cosby poster. Are animals, extraterrestrial beings, and white children the only ones who read?)

PAMELA W. DARLING, ALA member, Columbia University library school, New York, N.Y.

#### Image-squashing in the high school

The electronic-media teacher at my high school and I had just been discussing the image of the librarian in the media when the January American Libraries with the new "Image" column (p. 7) arrived. We promptly photocopied it to use in a presentation to his classes about the media representation and misrepresentation of various professions.

Because I have very recently finished library school I am very sensitive to the issue of image: most of the people I attended school with were very attractive women! I agree it is about time we used our lobbying power to squash the image of media specialists as frumpy, boring, staid, and nonsexual. I could not agree more with Ms. Mack's observation that the media "whips out the easiest simile" when it comes to establishing a character as out-of-it and dull: a librarian.

When I spoke to the students I asked if any of them liked spending money or keeping up with the media or the news. I asked if any of

them had a yearning for power or a curiosity about things in general. Then I asked if they had ever operated a TV camera or a computer, or produced a film or a slide/tape show. I wanted to know how many of them thought they would enjoy meeting a number of people as part of their jobs, or if they would like diversity in their work.

Those aspects of library work were news to them! They thought that all we do is check out books and keep people quiet. Well, the students had their consciousnesses raised about librarianship. I intend to write an article about this experience so that others might try it in their schools. It is worth doing just to see the wide-eyed reaction you will receive.

V. A. MUSICO, Triton Regional High School, Runnemede, N.J.

#### Don't neglect vo-tech

"FRUSTRATED AUTHORS" LIKE Larry Carley (Jan., p. 15) need not be frustrated. The wrong librarians have been approached to consider automotive books for their collections. Librarians in vo-tech schools and community colleges look for specific auto repair manuals as well as the general ones. Have your books been reviewed in *Booklist's* Vo-Tech column, which appears several times a year?

There is a library market for Carley's books. This is another example of librarians in vocational-technical schools being passed by!

MYRNA H. SLICK, ALA member, Johnstown (Pa.) Vo-Tech School

#### Is it ethical?

The ALA Ethics Committee has asked American Libraries to publish some hypothetical questions designed to stimulate thought on ethics in professional library service. Here's the seventh in the series:

An increasing number of freelance librarians and information brokers use existing library collections to obtain information that is then sold for a profit. Should libraries provide the same free services (reference, interlibrary loan, etc.) for these freelancers as they do for other patrons?

Comments under 150 words sent to American Libraries (Editor, "Reader Forum") will be considered for publication.

#### Improving our image by degrees

I HAVE TO DISAGREE WITH PEGGY Croft's letter (Jan., p. 15) suggesting nurses have solved their image problem by adding initials to their signatures. Having been a nurse, I know that their image problem is far from solved; if you don't believe me, look at the get-well cards in your nearest stationery store. Attacking a stereotype with the alphabet is a losing proposition, especially for those who work in the many places where flaunting one's academic credentials is considered bad form, a sign of insecurity, and an invitation to ridicule.

Librarians who yearn to be respected as scholars would do well to let their education, and not their degrees, do the talking. Competence, clear thinking, good communication skills, and a manner that invites approach do more for our image than fancy signatures. Making as many social contacts as possible outside the library also corrects misconceptions. Excellence on the job tends to boost self-esteem and earn the respect of significant others (including supervisors and those who determine our salaries); having the approval that really matters may in turn free us of our almost pathological concern with prestige. The happiest and most respected librarians I know of are those whose sense of well-being derives not from what they suspect a largely indifferent public thinks of them, but from what they know-and show—to be true of themselves.

ELLEN GIDUZ, ALA member, Davidson, N.C.

#### Irate over rates

IT WAS WITH GREAT CONCERN that I reviewed the hotel/motel accommodations information for the 1985 ALA annual conference (Jan., p. 60-64). I have complained in the past to the ALA administration regarding the outrageous hotel fees levied upon those members fortunate enough to be able to attend the annual conference. I have been quite fortunate over the past several years to be able to acquire accommodations for myself, members of my library staff and board of trustees, and many other Michigan librarians at listed ALA conference hotels at rates far below those promoted on the official accommodations list distributed by ALA. I have previously written the ALA office raising concerns about hotel rates, but unfortunately my letters have most often gone unanswered.

This year's hotel listing raises serious questions about ALA's desire to mount an annual conference within the financial grasp

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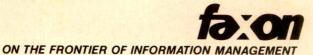
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of its members. Recently the American Historical Association held its 99th annual meeting in Chicago. The Hyatt Regency Hotel served as the conference headquarters. The rates for hotel accommodations at the Hyatt Regency were \$32 single and \$39 double, triple, and quad. The quoted ALA rates for the Hyatt Regency are \$75 single and \$90 double. Is it indeed possible that these are the best rates that ALA can negotiate for its membership? If that is the case, I suggest that we hire people from the American Historical Association to negotiate hotel rates for us in the future. Is there any justification for librarians paying more than twice as much as historians? One can only wonder whether there is a corollary perception that librarians are paid twice as much as historians.

I believe the ALA administration needs to work much harder at bringing participation at the annual conference within the affordable grasp of the membership. An explanation of this year's hotel fees would be an appropriate first step.

BERNARD A. MARGOLIS, ALA member, Monroe County Library System, Monroe, Mich.

Peggy Barber, ALA associate executive director for communications, responds:

We, too, were amazed by the rates the American Historical Association received from the Hyatt Regency Hotel. Our conference manager, Walter Brueggen, checked with AHA staff and the Hyatt and learned that the reasons for the extremely low rates were:

- The dates of the AHA conference were December 27-30, 1984. The week between Christmas and New Year's is the lowest occupancy period in the hotel industry.
- AHA booked its conference at a late date (March 1984), so the hotels were already aware they had no other major business that week.
- AHA was in a position to negotiate rates between the Hyatt and the Palmer House, and the low bidder was the Hyatt.

Although the ALA rates are not as good as those negotiated by the American Historical Association, we do offer substantial savings. The current room rates at the Hyatt Regency are: single: \$99, \$111, \$121, \$131; double: \$119, \$131, \$141, \$151

Our conference staff negotiated a flat rate of \$75 single (a 32 – 75% discount) and \$90 double or twin (a 32 – 67% discount).

The negotiation of our hotel rates is further complicated by the size and nature of ALA's conference. We must book our conference sites as far as 10 years in advance, yet the hotels will not negotiate rates until one year ahead. The size of our conference means that we need just about every hotel in the city, limiting our ability to set up competitive bidding. We also usually require all of a hotel's meeting rooms, even though we

may not fill all sleeping rooms, and our units tend to avoid planning the costly meal functions that are attractive to hotels. It is also possible that your travel agent books more consistent business with a hotel and therefore is eligible for a corporate rate that ALA is unable to obtain.

With all these factors in mind, we do our very best to get the lowest possible rates for our members, and we also provide dormitory housing at very reasonable rates (see p. 192). For the Chicago Conference, rooms at Loyola University are as low as \$18.25 per person (double occupancy; includes breakfast).

#### Getting into a scrape over slurs

RECENTLY WE HAVE READ ABOUT or seen examples of erroneous stereotyping of librarians by the media. What makes this happen? One reason is that librarians act like librarians; maybe not so much as in the past, but it still happens. I've been told many times, "But you don't look like one." To which I always answer "What the hell does a librarian look like, anyway?" I'm proud of my profession, fight my own fights, and am not going to let stereotyping get under my skin.

It may be that we're only getting what comes to other groups with sharply identifiable characteristics. Polish jokes come to mind, and stories about cowboys and Indians. People make standard comments about athletes, politicians, people of the opposite sex, people who carry guns, stewardesses, absent-minded professors, and people of different sexual orientations. They do the same for traveling salesmen, farmers' daughters, farmers, persons of other races and

nationalities, persons from different regions of the U.S., and on and on. Quite frankly, I don't see the difference. We are the butt of erroneous images just like all these other groups, so why take it so personally?

Now, the presentation of erroneous information to support stereotypical images happens all the time. Sometimes it can be called bigotry, sometimes propaganda, and sometimes other things, including stupidity. I wouldn't say advertising people who do this are bigots, but they lack broad understanding of social consciousness. Ads are meant to make us buy products. Some ads insult our intelligence, some our profession, and some our basic moral beliefs. I don't think an insult by con artists is terribly upsetting when we consider from whence it came.

Having grown up on a farm, I've had the good fortune to be able to tell the wheat from the chaff from an early age, and not just literally. Having uncles and older cousins who felt one of their responsibilities was to educate younger kin to the ways of the world (as they saw it) bred a lot of common sense. One of the results of that educational process was the development of an ability to value truth and not take one's self too seriously.

Another part of my good fortune in being farm-raised was to get to know firsthand, and with its full implications, what the term b.s. signified. Lots of advertising inventions are best described by that phrase. Literally, it meant something you had to scrape off your boots. In its popular context I think it means about the same thing. I look at slurs on our profession as just another load of the stuff. So if you don't mind, I'm just going to scrape off my boots and go in to supper.

MONTE L. STEIGER, University of Idaho Library, Moscow

#### Ethiopia famine relief agencies

The following list of agencies accepting donations for famine relief in Africa, taken from the Jan. 1 New York Times, was submitted by Dale Nitzberg of the Long Branch Library in Silver Spring, Md., with the suggestion that librarians make the information available to their patrons. Nitzberg adds that all agencies have been screened by the National Charities Information Bureau. Mark your checks for "African famine relief" or as designated in the listing.

Adventist Development and Relief Agency, 6840 Eastern Ave., N.W., Washington, DC 20012.

Africare, 1601 Connecticut Ave., N.W., Washington DC 20009.

American Council for Voluntary Agencies for Foreign Service Inc., 22 Park Ave. South, New York, NY 10003.

American Friends Service Committee, 1501 Cherry St., Philadelphia, PA 19102.

American Jewish Joint Distribution Commit-

tee, Room 1914, 60 E. 42nd St., New York, NY 10165. Mark checks "Ethiopia Relief."

CARE, Campaign for Africa, 660 First Ave., New York, NY 10016.

Catholic Relief Services, P.O. Box 2045, Church Street Station, New York, NY 10008.

Church World Service, 475 Riverside Dr., New York, NY 10115.

Grassroots International, P.O. Box 312, Cambridge MA 02139. Mark checks "Ethiopia Famine."

Lutheran World Relief, 360 Park Ave. South, New York, NY 10010.

Oxfam America, 115 Broadway, Boston, MA 02119. Mark checks "Africa Crisis."

Red Cross. Local Red Cross chapters are forwarding contributions to their operations in Ethiopia. Mark checks "Ethiopia Famine Relief."

Save the Children, Africa Fund, P.O. Box 925, Westport, CT 06881.

United States Committee for Unicef, P.O. Box 3040, Grand Central Station, NY 10163.

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## Happy mall fellows

#### Library and bookstores are great neighbors in urban shopping mall

#### by Sharon R. Singh

he nation's first kiosk library inside a shopping center had its fifth birthday recently, and two neighboring bookstores were as pleased with its success as was the parent Public Library of Cincinnati and Hamilton County. This agreeable development was a bonus beyond the first goals of the project, launched in 1979 to increase the availability of library services and experiment in their delivery through efforts to "merchandise" the collection.

With its opening, Books-in-the-Mall joined two bookstores, both members of national chains, to become the third outlet in the shopping center to specialize in books. Sitting in the middle of a major aisle in Northgate Mall, it was, in fact, less than 75 feet away from a bookstore. Here, then, was a library seeking to employ commercial techniques to offer books to the public at no cost. Despite this overlap in objectives, the five years of experience have shown that a potentially competitive situation is in practice mutu-

Sharon Singh is deputy librarian, extension services, Public Library of Cincinnati and Hamilton County, Ohio.

ally beneficial.

The existence of a library within a shopping center extends the range of possibilities available to the person in search of a book. For the library user who seldom if ever purchases a book, Booksin-the-Mall provides a convenient lending source. Shopping and a visit to the library are a "one-stop" matter. For the bookbuying reader seeking the hot new title or the out-of-print book or additional selections, the proximity of library and bookstore makes quick, mutual referrals possible. This increases the ability both of library and bookstore to satisfy patrons and, as a result, encourage repeat business. Everyone benefits.

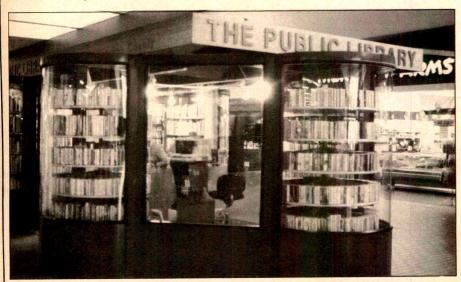
#### Fast turnover

The complementary nature of the relationship is evidenced in the bookstock maintained by the library and the bookstores. All include titles which will turn over quickly; for example, bestsellers, romances, westerns, and how-tos. The bookstores, however, have many more copies of the most popular, recent books, while the library has a wider variety of those that are still popular but no longer in print or otherwise difficult to obtain. It is this difference that can make a bookstore customer a library user and vice versa.

Generally speaking, Books-in-the-Mall is open whenever the mall is open-typically 71 hours a week. It is the only agency in the county system open on Sundays. The unit offers such branch services as reserves and branch loans for Main Library holdings. Its books, however, are not cataloged. They are arranged on shelves by subject to make up a browsing collection, similar to the set-up in a bookstore. In addition, every effort has been made to attract the attention of passersby. Books are plainly visible from all sides through walls of plastic glazing. But because of the unit's compact size (17' x 29'), there can be few bookstorelike interior displays.

The governing design concept was a facility that would reach out and say come use me. Experience has shown the concept works. In the first year of the project, 95,381 items circulated, and 5,661 patrons registered. Of the registrations, an estimated 90 percent represented new applications. Requests for library cards came from 94 zip code areas. Since its opening, circulation at Books-in-the-Mall has continued at approximately 93,000 to 96,000 a year, with a record 119,654 reported in 1984. Books circulate an average of seven times annually. The facility produces the greatest annual circulation per square foot of any of the library's agencies: approximately 190.

Books-in-the-Mall has accomplished this by successfully combining commercial techniques with traditional library services. It has done so, interestingly enough, in a way that complements rather than competes with its bookstore neighbors.



A public library "boutique" near two bookstores nets more than 90,000 circulations annually in the Northgate Mall, Cincinnati, Ohio.

¹ The Books-in-the-Mall idea was first proposed by a member of the library's board. Initially it was to be a ''booth'' unit placed in one of the major shopping centers in Hamilton County. The location chosen was Northgate Mall, situated in the northwest section of the county in rapidly developing Colerain Township. The facility erected was a boutique or modified Goodman Kiosk, developed out of discussions among Library Director James R. Hunt, Associate Director Robert D. Stonestreet, and Fred E. Goodman of Porta-Structures. Books-in-the-Mall was supported in part during its first year with LSCA Title I funds approved by the State Library of Ohio. Thereafter, the library assumed total financial responsibility.

## Books as toys and treasures

Extraordinary items on view at two major library exhibits



elections from the 27 million items in the New York Public Library's research collections will be on view until May 24 at the Gottesman Exhibition Hall. The ex-

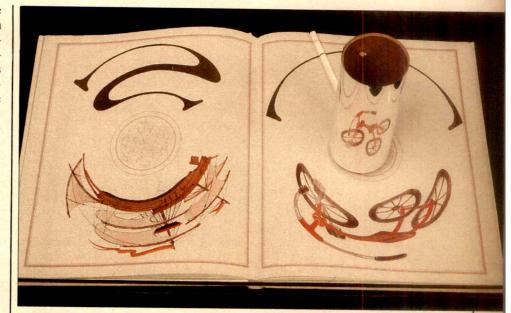
hibit, "Treasures from the New York Public Library," features 260 works.

An eyewitness account of Lincoln's last moments and the "Tickhill Psalter" masterpiece of medieval illumination are among the selections, chosen for historic impact, outstanding beauty, and literary significance.

"Books and Other Machines," an exhibit at the Library of Congress Great Hall until June 2, focuses on the adaptability of books. It includes 100 items as diverse as a 12th-century accordion-fold Chinese sutra and a landscape gardening book with sliding before-and-after panels. Examples of how books have been made more portable, affordable, and efficient include a microphotograph like those taped to the leg of a pigeon during the siege of Paris and an 18th-century pop-up book used to teach anatomy when medical books were scarce.

Above, initial from "Tickhill Psalter," written in England c. 1310; and below, Gospel Lectionary, c. 850, the first important illuminated manuscript brought to America (NYPL).

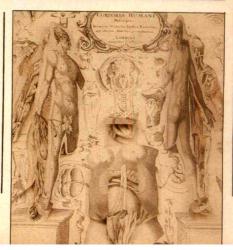








From LC, top: an anamorphic alphabet published in 1981 (Anno's Magical ABC, by Mitsumasa and Masaichiro Anno) that can be viewed correctly only in the image reflected by a cylindrical mirror; and bottom right, an 18th-century pop-up book used to teach anatomy. Above, from NYPL: left, Aesop's Fables, an Italian illuminated manuscript, c. 1840, written in Greek and illuminated by Gherardino da Giovanni di Fori; and above right, The Book of Ruth, 1876, characteristic of the bookbinding work launched by Henri Marius-Michel toward the end of the 19th century in Paris.



#### QUICK BIBS SPECIAL: A good book these days is hard

Popular opinion has it that books just aren't much good anymore. Whether one talks to curmudgeonly English professors who think that Ulysses was our last good novel, or to alternative press advocates who are convinced that today's conglomerate-owned trade houses can't tell books from dollar signs, or to struggling authors who face the Catch-22 of no publisher without an agent/no agent without having been published, the message is the same: books as we know and love them are in danger. And yet, that frail, constantly beleaguered, but somehow resilient species—the good book—usually finds a way to survive, whether its would-be assassin is a computer or a conglomerate.

There is no denying that the doomsayers, with the possible exception of the curmudgeonly professor, have a point. The obstacles encountered by William Kennedy in finding a home for his Pulitzer Prize-winning Ironweed (it was ultimately published by Viking after Saul Bellow interceded on the author's behalf) are eloquent testimony to the problems even established writers can have in selling their work; and anyone who has browsed a few publishers' catalogs lately knows that ephemera-from dead cat joke collections to celebrity exercise books—have become an uncontrollable malignancy. Yes, there is definitely more trash out there today, but does that necessarily mean that there are fewer good books, or that the bad will always engulf the good, like an evil version of Pac-Man? It may offend our sensibilities, but perhaps dead cat books can coexist peacefully with William Kennedy novels. It was Yeats, after all, who observed that "Love has pitched his mansion in/The place of excrement." If love, why not books?

Only time will tell if Pac-Man or Yeats's Crazy Jane provides the more appropriate metaphor for the health of the trade publishing industry, but a fast glance at the recently published books listed below makes at least one thing clear: generalizing about publishing trends is very tricky business. Judging from this selection of decidedly uncommercial but thoroughly captivating reading, it would appear that the accountants haven't yet taken over the book world.

The list includes novel written by veteran fiction writers whose earlier books have never sold particularly well (thus confounding the popular notion that authors whose first works don't sell will be promptly dropped by their bottom-line-obsessed publishers); it also includes "midlist" nonfiction with no particular commercial potential published by large, cor-

porate-owned houses, some of whom are usually associated with splashy best-sellers (another stereotype shattered); and, finally, it includes distinguished books from an impressive array of quality-minded independent publishers (not just the venerable Godine, but also several precocious new kids on the block, among them Carcanet, Algonquin, and Graywolf). The oft-predicted demise of the individualistic, independent publisher would seem to be still another catastrophe whose time has not yet come.

A general reader's biggest problem these days is not the dearth of good books, but the difficulty in finding them. Bombarded by subway billboards and television commercials proclaiming the arrival of yet another weighty tome on thin thighs, it is no wonder that many readers give up in despair.

One of our missions as librarians, of course, it to provide literary sustenance for those shell-shocked victims of trash overkill. It may not be the best of worlds, but there are good books out there, and some of them might even be hiding under a rock owned by Gulf & Western.

Bates, H.E. My Uncle Silas. Graywolf, 1984, \$14. (0-915308-62-2, 84-91625)

Small publishers often carve a place for themselves by rediscovering forgotten works. This captivating collection is a case in point: Bates is an acknowledged short-story master, but this volume, originally published in Britain, has never appeared in the U.S. The interlocking stories are testament to the author's ability to evoke character and mood in brief space.

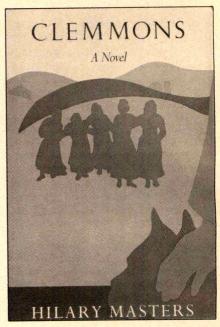
Caufield, Catherine. In the Rainforest: Report from a Strange, Beautiful, Imperiled World. Knopf, 1985, \$16.95. (0-394-52701-1, 84-47644)

Although Caufield's survey of tropical rainforests has a definite ecological point to make, it is not the kind of strident tract that creates controversy. Instead, it is an evocative portrayal of the fertile beauty and essential mystery that defines both the rainforests and the people who live in them.

Cole, K.C. Sympathetic Vibrations: Reflections on Physics as a Way of Life. Morrow, 1984,\$15.95. (0-688-03968-5, 84-11583)

Science writing for the general reader is thriving today as never before (cf. "Quick-Bibs," *American Libraries*, Oct. 1984), and this engaging essay collection continues the trend. By answering such seemingly simple questions as "What color is air?" Cole unveils the complex relationship between the science of physics and the actual physical world.

Doig, Ivan. English Creek. Atheneum, 1984, \$15.95. (0-689-11478-8, 84-45051)



A subtle, comic novel about a man who loves life but craves order.

Doig is among that group of talented writers whose books rarely appear on bestseller lists but who develop a loyal following of readers, especially in public libraries. His latest book is the coming-of-age story of a 14-year-old boy growing up in Montana just prior to World War II. The real hero is the Big Sky country itself, from its hayfields to the grandeur of its towering mountains.

Doxey, William. Cousin to the Kudzu. LSU Press, 1985, \$16.95. (0-8071-1225-9)

Unlike many university presses, Louisiana State regularly publishers fiction (including John Kennedy Toole's A Confederacy of Dunces). This eccentric but charming novel continues the Press's tradition of cultivating distinctive southern fiction. Doxey focuses on life in a small Georgia town from the 1930s to the present, exposing the prickly underside of genteel southern living.

Drinka, George Frederick. The Birth of Neurosis: Myth, Malady, and the Victorians. Simon & Schuster, 1984, \$21.95. (0-671-44999-0, 84-10563)

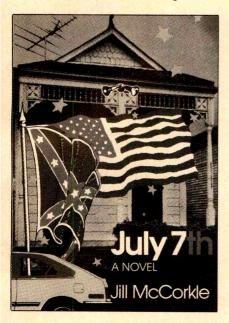
From the publisher of Jane Fonda, Victoria Principal, and Jaclyn Smith, here is a very different kind of book. Drinka's masterful analysis of a group of Victorian doctors, whose ingenious if often hopelessly wrongheaded notions of mental health shaped our early understanding of psychiatry, is never dull; its lively, anecdotal style drives the book with the force of a Dickens novel.

Gehm, John. Bringing It Home. Chicago Review Press, 1984, \$14.95. (0-914091-

This gripping, documentary-style narrative tells the true story of a black woman trying to

#### \_but not impossible—to find

raise her six children, first in an inner-city Chicago housing project and later in all-white Valparaiso, Indiana, where they were moved as part of an experiment in integration.



A promising novelist writes about the agony of growing up and falling in love.

Hood, Stuart. Carlino. Carcanet, 1985, \$14.95. (0-85635-542-9)

Among the first offerings from a newly established literary publisher, *Carlino* concerns the author's escape from an Italian POW camp during World War II. Hood recounts his involvement with the Italian partisans and sensitively explores how the experience affected his later life. More than a war story, this memoir reflects perceptively on such large issues as friendship and personal identity.

Langer, Elinor. Josephine Herbst. Atlantic Monthly, 1984, \$19.95. (0-316-51399-7, 84-2910)

Langer's biography of Josephine Herbst, a writer and radical activist in the 1930s and after, affords modern readers the opportunity to become acquainted with a remarkable woman—both a talented novelist and a perceptive social critic—whose work has been largely neglected for years. A publishing achievement.

Leaton, Anne. *Pearl.* Knopf, 1985, \$14.95. (0-394-53923-0, 84-48538)

The author of one previous novel and one story collection has found her voice in this unique novel about the daughter of famous outlaw Belle Starr. Breathing new life into the seemingly moribund western genre, Leaton spins a vibrant but ultimately melancholy tale of a life lived under the cloud of violence.

McCorkle, Jill July 7th. Algonquin Books, 1984, \$17.95. (0-912967-12-1)

One of two McCorkle novels published simultaneously by Algonquin, *July 7th* is an absorbing story of a young adult's first love. McCorkle is a novelist to watch; she writes powerfully of that agonizing period between adolescence and adulthood, when young people are suspended between the urge for freedom and the need to take refuge in the sanctuary of family.

McNamee, Thomas, *The Grizzly Bear*. Knopf, 1984, \$18.95. (0-394-52701-1, 84-47640)

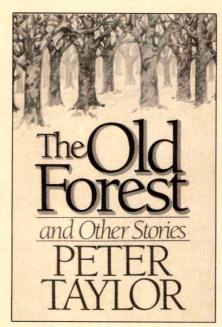
In this insightful, poetically wrought study of the day-to-day existence and behavior of a Yellowstone Park grizzly bear and her two cubs, McNamee shows that natural history need not be dry or without style.

Masters, Hilary. *Clemmons*. Godine, 1985, \$15.95. (0-87923-542-X, 84-47639)

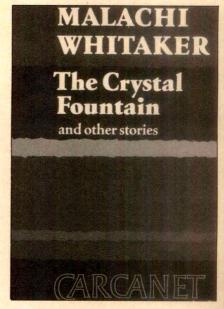
One of many talented but not widely recognized writers published by David R. Godine, Masters has written a quiet but endearing novel about a man obsessed with order yet pratfalling his way into the most hopeless of muddles. Surrounded by women who love him but make conflicting demands, A.W. Clemmons is a reluctant Falstaff who can't quite say no to life.

Morrow, Lance. The Chief: A Memoir of Fathers and Sons. Random, 1985, \$16.95. (0-394-51053-4, 83-43180)

Lance Morrow's father was a journalist and assistant to Nelson Rockefeller, but what makes this memoir special is not the subject's notoriety. Rather, it is the author's ability to capture the subtle textures of the mysterious relationship between father and son.



Taylor's collection of stories set in the South of the 1930s and '40s displays the author's remarkable mastery of the form. Bill Ott, compiler



Delicate, precise short stories from a British writer little known in the U.S.

Rice, Clyde. A Heaven in the Eye. Breitenbush, 1984, \$17.95. (0-932576-22-2, 84-6238)

Winner of the first Western States Book Award for creative nonfiction, this memoir of the 80-year-old Rice's early life captures the feisty individualism of a struggling artist living a gregariously bohemian life in Depressionera California and Oregon. This uncompromisingly original book should be required reading for anyone who argues that there is an dreary sameness to contemporary writing.

Taylor, Peter. The Old Forest and Other Stories. Dial, 1985, \$16.95. (0-385-27983-3)

Peter Taylor has published six short-story collections and one novel; all of his books have been critical successes, but he remains largely unknown to average readers. This latest volume is one of his best. Set in the South, mainly during the 1930s and 1940s, the stories offer indelible impressions of people handcuffed to yet enthralled by a complex network of custom and tradition.

Whitaker, Malachi. The Crystal Fountain and Other Stories. Carcanet, 1985, \$14.95. (0-85635-517-8)

This collection gathers 25 stories from four previous volumes published in the 1920s and 1930s by a British author who remains virtually unread in the U.S. Carcanet has performed an immense service to all serious fiction readers by resurrecting these delicate, precise renderings of epiphany-like moments in the lives of ordinary people.

**Bill Ott**, who writes this column freelance for American Libraries, is books-for-adults editor of ALA's Booklist magazine.

### The librarian behind the bestseller

Thomas J. Peters found "excellence" he never expected in the company library

by Russell G. Fischer

T'S NOT UNCOMMON FOR AN author to acknowledge the help of a librarian—but usually with the librarian's name buried in a long list. That's why the following acknowledgement in a recent bestseller stands out:

Jennifer Futernick was the other major contributor to the writing process. We had originally involved Jennifer as research librarian, someone to help us get the facts straight. As it turns out, however, Jennifer also has an unusual sense for what works on paper and what doesn't. She not only was incredibly helpful with the detailed line editing and checking of our manuscript, but of far more importance, she repeatedly called our attention to structural problems, statements that we really couldn't support with the facts, and redundancy. Jennifer adopted the book as her own and put extraordinary hours and matchless care into its development.

That's no ordinary acknowledgement, and it's from no ordinary book. The praise appears in the best-selling business book of all time, In Search of Excel-

lence, by Thomas J. Peters and Robert H. Waterman, Jr.

Jennifer Futernick became involved with the book largely by chance. In March

Russell Fischer, a frequent contributor to AL, directs the San Jose (Calif.) City College library.

ian by the San Francisco office of McKinsey & Co., a worldwide management consulting firm. Her original assignment was to organize and automate a library for a group of McKinsey consultants who were working on the subject of organizational effectiveness. Two of the consultants, Tom Peters and Bob Waterman, had

1981 she was hired as a temporary librar-

a contract with Harper & Row to produce a book. One day in October '81, Waterman casually asked Futernick's opinion of a chapter he and Peters had been working on.

Rather than simply reading the chapter and telling Waterman it looked fine, Futernick took the opportunity to thoroughly review and critique the piece. She recalls, "I saw considerable room for improvement. With blue pencil in hand, I wrote in changes to the language and logic of each page—a little amazed at my boldness. Much to my delight, Bob liked my changes and gave me a second and a third chapter to work on."

So began her involvement in an editorial project that was to last a year, with some chapters going through as many as six or

> seven drafts. As the book took final shape, Futernick sensed that it was headed for the bestseller list. She says, "I usually don't get excited about nonfiction writing, but I was struck by the substantive quality of the book, and I liked the enthusiasm it conveyed."

A few weeks before publication Futernick told Peters and Waterman she thought their book would be a bestseller. Peters' immediate response was to offer her a hundredto-one odds on a dollar that the book would never come near the bestseller list. Futernick took the wager.

In November 1982, Harper & Row published In Search of Excellence with an initial press run of only 15,000 copies. In one of the earliest reviews that helped launch the book, the

Wall Street Journal noted that most of the book was "written in crisp, jargon-free English" and concluded that it was "one of those rare books on management that are both consistently thought-provoking and fun to read."

Garnering more favorable reviews and picking up sales momentum, In Search of Excellence went on to lead all hardcover bestsellers for 1983 and ended the year with over 1.1 million copies in print. Shortly after the book reached the best-seller list, an elated Peters happily settled his debt by presenting Futernick with a \$100 bill and an *In Search of Excellence* T-shirt.

#### "Excellence" of English teachers

Born in Brooklyn, N.Y., Futernick attended secondary school in Greensboro, N.C., and attributes her editing skills to the English teachers she studied under.

Futernick moved west, attended the University of Southern California, and transferred to the University of California at Berkeley. She dropped out of Berkeley in her senior year and returned only after becoming interested in rare books and deciding to become a librarian. She earned an MLS degree at San Jose State University.

Jan Lieberman, a faculty member at San Jose State, recalls, "Jennifer was the kind of student every teacher wants and values. She participated in class and was intellectually stimulating both to me and to the other students. She has a vast knowledge of literature and is able to penetrate to the heart of things."

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Futernick worked as a librarian for six enjoyable years with the Far West Laboratory for Educational Research and Development in San Francisco. But in 1981 she lost her job owing to the Reagan Administration cutbacks in educational funding. Out of work, she responded to an announcement on the local Special Libraries Association jobline and landed the temporary job with McKinsey.

In July 1981 her temporary position with McKinsey became permanent, and in January 1983 her job title was changed

from librarian to librarian/editor to better reflect the scope of her position. Among many other responsibilities, she helps Waterman respond to the voluminous correspondence resulting from the success of *In Search of Excellence*.

Mother of two and married to an art conservator and bookfinder, Futernick looks back on her early work with Peters and Waterman as "a heady delight (and sometimes a trial) and an unequalled opportunity to contribute to a publishing phenomenon."



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### Notable Books of 1984

#### The annual list for librarians who work with adult readers

t the ALA Midwinter Meeting in early January, the Notable Books Council of ALA's Reference and Adult Services Division released its selection of the 43 outstanding books of 1984.

Titles range from an account of the Chinese conquest of Tibet to the recollections of a Nobel Prize-winning biologist.

The RASD committee selected the titles for their significant contribution to the expansion of knowledge or for the pleasure they can provide to adult readers. Criteria include wide appeal and literary merit. The list was compiled for the use of general readers and librarians who work with adult readers.

RASD chooses Council members for their experience in critical evaluation of adult books and in service to adult readers. Members of the 1984 Notable Books Council were: Kenneth L. Ferstl, chair, Denton (Tex.) Public Library; Jean Adelman, the University Museum, University of Pennsylvania, Philadelphia; Jeri Cole Baker, Dallas (Tex.) Public Library; Lillian H. Barker, Prince George's County Memorial Library System, Laurel, Md.; Anne K. Halderman, San Francisco (Calif.) Public Library; Jane K. Hirsch, Montgomery County Public Libraries, Rockville, Md.; Donald Jacobsen, the New City Library, New City, N.Y.; Diane Gordon Kadanoff, Norwell (Mass.) Public Library; Dorothy Nyren, Brooklyn (N.Y.) Public Library; Teresa M. Portilla, University of California, Los Angeles; Marcia Lane Purcell, New York Public Library; Dorothy Rasmussen, Skokie (Ill.) Public Library; and, as consultant, Bill Ott, Booklist.

Avedon, John F. In Exile from the Land of Snows. Knopf.

Bateson, Mary Catherine. With a Daughter's Eye: A Memoir of Margaret Mead and Gregory Bateson. Morrow.

Bernen, Robert. The Hills: More Tales from the Blue Stacks; Stories of Ireland. Scribner.

Bosworth, Patricia. Diane Arbus: A Biography. Knopf.

Brown, Rosellen. Civil Wars: A Novel. Knopf. Cheever, Susan. Home Before Dark. Houghton.

The Chronicle of the Łódź Ghetto, 1941 – 1944. Edited by Lucjan Dobroszycki. Translated by Richard Lourie, Joachim Neugroschel, and others. Yale Univ. Pr.

Coetzee, J.M. Life & Times of Michael K. Viking.

Connell, Evan S. Son of the Morning Star. North Point.

Dalby, Liza Crihfield. Geisha. Univ. of California Pr.

Doctorow, E.L. Lives of the Poets: Six Stories and a Novella. Random.

Donoso, José. A House in the Country: A Novel. Translated by David Pritchard with Suzanne Jill Levine. Knopf.

Erdrich, Louise. Love Medicine: A Novel.

Foshay, Ella M. Reflections of Nature: Flowers in American Art. Knopf.

Gilchrist, Ellen. Victory over Japan: A Book of Stories. Little.

Greer, Germaine. Sex and Destiny: The Politics of Human Fertility. Harper.

Haruf, Kent. The Tie that Binds: A Novel.

MACHINE
IDREAMS

Jayne Anne
IPhillips

Author of BLACK TICKETS

Phillips' novel chronicles the life of an American family during the Vietnam war.

Hayden, Dolores. Redesigning the American Dream: The Future of Housing, Work, and Family Life. Norton.

Heinrich, Bernd. In a Patch of Fireweed. Harvard Univ. Pr.

Hughes, Ted. River. Harper.

Jacobs, Jane. Cities and the Wealth of Nations: Principles of Economic Life. Random.

Kenney, Susan. In Another Country: A Novel. Viking.

Lockwood, C.C. The Gulf Coast: Where Land Meets Sea. Louisiana State Univ. Pr.

Luria, S.E. A Slot Machine, A Broken Test Tube: An Autobiography. Harper. Lurie, Alison. Foreign Affairs. Random.

Mehta, Ved. The Ledge between the Streams.

Morris, Jan. Journeys. Oxford Univ. Pr.

Olds, Sharon. The Dead and the Living: Poems. Knopf.

Pawel, Ernst. The Nightmare of Reason: A Life of Franz Kafka. Farrar.

Phillips, Jayne Anne. *Machine Dreams*. Dutton/Seymour Lawrence.

Powell, Padgett. Edisto. Farrar.

Sakurai, Atsushi. Salmon. Knopf.

Shirer, William L. *The Nightmare Years*, 1930–1940. (20th Century Journey: A Memoir of a Life and Times, vol. 2) Little.

Spence, Jonathan D. The Memory Palace of Matteo Ricci. Viking.

Swift, Graham. Waterland. Poseidon.

Talbott, Strobe. Deadly Gambits: The Reagan Administration and the Stalemate in Nuclear Arms Control. Knopf.

Terkel, Studs. "The Good War": An Oral History of World War Two. Pantheon.

Terry, Wallace. Bloods: An Oral History of the Vietnam War by Black Veterans. Random.

Unger, Douglas. Leaving the Land: A Novel. Harper.

Welty, Eudora. One Writer's Beginnings. Harvard Univ. Pr.

Wideman, John Edgar. Brothers and Keepers.

Yehoshua, A.B. A Late Divorce. Translated from the Hebrew by Hillel Halkin. Doubleday.

Zweig, Paul. Walt Whitman: The Making of the Poet. Basic Books.

Also announced at ALA Midwinter Meeting were the 1984 Notable Children's Books and Best Books for Young Adults lists. Released by Association for Library Service to Children and Young Adult Services Division committees, respectively, the compilations will be available in pamphlet form along with "Notable Books of 1984" after April 15 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611. "Notable Books of 1984" and 'Notable Children's Books of 1984" are 25¢ each; the YASD selections are 30¢ each. All will be annotated. Quantity orders should be sent to ALA Publishing Services at the same address with discount prices for 25 - 50 copies, 10%; 51-250, 20%; 251-1,000, 30%; 1,001-5,000, 40%; and 5,001 copies and up,

The three lists, with annotations, will be published in the March 15 Booklist.

## Career LEADS

american libraries classified ads

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#### LATE JOB NOTICES

For April issue, call 312-944-6780 x326 BEGINNING MARCH 11. Listings taken BY PHONE AS SPACE PERMITS. 10 lines maximum (approximately 100 spaces per line). ALA institutional members receive 10% discount.

DOCUMENTS/REF. LN. Public-service-orien. person to manage & market gov't. documents; also general ref. responsibilities. City of 55,000 on Hudson River & library both experiencing rebirth. Entry-level, ALA-MLS. \$11,029-\$12,176 + benefits. Send 1tr., resume, & names & ph. nos. of 3 ref. by March 18 to: Ruth A. Eveland, Director, Troy Pub. Lib., 100 2nd St., Troy, NY 12180; 518-274-7071. EOE.

BRANCH LN. for active community-service facility opened in 1979. Supervise staff, material selection, & programming. 2 yrs.' public service exp. & ALA-accred. MLS req. Salary range \$17,500-\$22,000. Send resume by March 15 to: David Macksam, Asst. Director, Central Arkansas Library System, 700 Louisiana St., Little Rock, AR 72201.

ASST. DIRECTOR (search reopened) for a consolidated, 6-co. library system with 11 branches, a bookmobile, & a mail-a-book program serving 112,000 people. Budget is \$633,000, staff 24 FTE, circulation is 533,000. Currently studying automation. HQ library located 45 miles from Minneapolis. Assists with the development of services; supervises extension services (bookmobile, branches, mail-a-book); AV services; & microcomputers for public use. Qual.: ALA-accred. MLS required; 4 yrs.' public library exp. desirable. Salary: starting salary range is a minimum of \$19,080-\$22,260 depending on qual. Applications will be accepted until a suitable candidate is chosen. Apply by sending ltr. of application, resume, & 3 letters of reference to: Cheryl Bjoin, East Central Regional Lib., 244 S. Birch, Cambridge, MN 55008.

LATE JOB NOTICES CONTINUED ON PAGE 163.

#### Attention: LEADS Advertisers Now you can telecommunicate your ads to American Libraries. Introducing LEADSAD

You can now get your last-minute ads to American Libraries with a new online order form called LEADSAD. available on ALA's full-service database, ALANET. Using LEADSAD not only guarantees same-day delivery of your ads to our electronic mailbox (AL.LEADS), but offers you an up-to-the-minute rundown on the latest in LEADS services and rates. Acknowledgement is automatic, and you can even request an electronic carbon of your completed order!

And thanks to ALANET's flexibility, you can also contact us electronically by sending a memo directly to our AL.LEADS mailbox via the basic electronic mail system.

ALANET subscribers: You'll find our LEADSAD online order form in the ALANET Main Menu under either FORMS or SERVICE. Or simply type ) REQUEST LEADSAD when you're at system level to begin your order.

If you're not already an ALANET subscriber: Contact: Joel Lee at ALA Headquarters for further information

**LEADSAD: At Your Command** 

## ATTENTION: JOB HUNTERS Get a 3-week edge on the rest of the crowd. Catch the LEADS Express.

When the race goes to the swiftest, why not get a headstart toward the finish? You can do it with the LEADS Express, the advance job listings from American Libraries' LEADS.

The Express is a quick paste-up of uncorrected classified galleys scheduled for the coming month's issue. Mailed first-class to arrive up to four weeks early, it contains all the "official" LEADS positions-open listings and even some Late Job Notices.

An early look at some 100 job listings a month can give you more time to consider each and still make the application deadline.

## STILL ONLY \$1 PER ISSUE (less than a penny per listing!)

Ordering the Express is simple: just send a \$1 check or money order (made out to AL Express), along with a self-addressed, stamped (with 22¢ postage), legal-size envelope to:

Beverly Goldberg, AL Express 50 E. Huron St., Chicago, IL 60611

(Special arrangements are available for library schools and individuals located outside the continental United States. Write for details.)

If you're serious about job hunting, get your LEADS Express.

Remember: Requests cannot be filled unless they are accompanied by a check and stamped return envelope. Orders for more than one issue must be fully prepaid and accompanied by the appropriate number of envelopes. *American Libraries* assumes no responsibility for items lost or delayed in the mail, or for errors in the uncorrected galley proofs.

DIRECTOR OF THE LIBRARY, Eastern New Mex. Univ. Administers all library svcs., prepares budgets, directs faculty & staff of 22 FTE. Minimum qual.: ALA-accred. MLS; 2nd advanced degree, PhD preferred. Professional exp. in public & tech. svcs.; 5 yrs.' administrative. Working knowl. of current developments in info. sci. & technology. Dean's-level; faculty rank; 12-mo. appointment; excellent benefits. Salary dependent on qual.; minimum: \$40,000. Starting date: July 1. Apply by April 15. Send ltr. with statement of library philosophy, resume, transcripts, 3 current professional ref. to: Laura H. McGuire, Chair, Library Director Search Committee, Golden Library, Eastern New Mexico Univ., Portales, NM 88130. An AA, EEO employer.

AV SVCS. LN. Gettysburg College seeks applications for an AV svcs. ln. Responsible for equip't. & materials selection, organization, & main't.; film booking; language lab; audio & video production; & instruction in equip't. use. Also some general ref. & liaison with one or more acad. depts. for collec. dvpt. Graduate degree from an accred. lib. schl. or in instructional technology req. Salary \$17,000-\$18,000. Complete job description available on request. For fullest consideration, all materials should be received by April 8. Submit ltr. of application, resume, graduate transcript(s), & names of 3 ref. to: Willis M. Hubbard, College Ln., Gettysburg College, Gettysburg, PA 17325-1493. EO, AA employer. Minorities encouraged to apply.

LIBRARY & INFORMATION STUDIES FACULTY. Anticipated vacancy for assistant or associate professor, tenure-track, beginning Sept. To teach in educational media area, conduct research, & work closely with the school library profession at local & national levels. Additional teaching may be in children's/YA materials & services or core courses. Preference will be given to candidates with an earned doctorate, demonstrated research ability, substantial schl. media exp., & successful teaching exp. Salary \$22,000-\$26,000 starting, depending upon exp. Send resume & names of 3 references by April 1 to: Ben Weintraub, Chair, Search Committee, LIS, Rutgers Univ. SCILS, 4 Huntington St., New Brunswick, NJ 08903. An EO, AAE.

ASST. PROF. OF LIBRARY SCIENCE (tenure-track). Open Aug. Tchg. areas: schl. lib. media center administration, secondary-schl. materials, research. Competencies must reflect schl. lib. media philosophy. Qual.: earned doctorate; MA or doctorate in lib. science; interest & competence to engage in research & svc. Successful teaching exp. desirable. Depending upon qual., salary range of \$21,000-\$25,000. To assure consideration, send as soon as possible ltr. of application, resume, & 3 ltrs. of ref. to: Elizabeth Martin, Head, Dept. of Lib. Science, Univ. of Northern Iowa, Cedar Falls, IA 50613. The Univ. of Northern Iowa is an equal-opportunity employer following an affirmative-action plan. Members of protected classes are encouraged to apply.

2 POSITIONS. The Fresno County Free Library in central California has 2 vacancies for professional librarians. The vacancies are in 1) CORRECTIONS SERVICES & 2) READERS' SERVICES which requires someone who is bilingual & bicultural in Spanish & English. The positions will be filled at either the entry or experienced levels. Both require MLS degree. Salary: Ln. I, \$1,458-\$1,772/month; Ln. II, \$1,607-\$1,954/month. Benefit package included. To apply, contact: Fresno County Personnel, 2220 Tulare St., 3rd Floor, Golden State Plaza, Fresno, CA 93721.

ASST. DIR., reg'l. library system. Southwest Kans. Library System, Dodge City, Kans., seeks a dynamic individual to provide consulting, technical assistance, & CE opportunities to libs. in 18-co. multitype regional system. Position reqs. demonstrated skills in written & oral communications, personnel administration, microcomputer software applications, workshop planning, & collec. development. Salary range \$18,000-\$20,000. Applications currently under review. Apply immediately. Deadline for receipt of applications March 30. Send resume including names of 3 ref. to: Jane Hatch, Director, Southwest Kansas Lib. System, 1001 Second Ave., Dodge City, KS 67801.

#### LATE JOB NOTICES CONTINUED FROM PAGE 163.

CATALOG LN. Qual.: ALA-accred. MLS w/min. 2 yrs.' acad. exp. Must know AACR2, OCLC, & LC. Knowl. of German des. Duties: overall resp. for all monographic cat'lg., retrocon., & PAC main't. w/staff of 7.5 FTE. 12-mo. appt., 22 days' annual leave, TIAA/CREF. Pos. available Aug. 1. Salary \$23,000. Appl. deadline April 15. Send ltr. of appl., resume, names of 3 ref. to: Dir.'s Office, Penrose L., U. of Denver, 2150 E. Evans, Denver, CO 80210. Preliminary interviews at July ALA. U. of Denver (Colorado Seminary) is an EEO, AA employer.

SR. LN. Buena Park Lib. Dist. is seeking a supvsy. 1n. w/MLS & 3 yrs.' progressively resp. prof. exp. incl. supvsn. of other prof. in a pub. lib. Knowl. of both adult & chldrn.'s svcs. Lib. serves community of 66,300 citizens w/progressive info. svcs. incl. cable TV. Annual salary \$22,800-\$28,475 depending on exp. Excellent ben. pkg. Send resume by March 29 to: Persnl. Dept., Buena Park Lib. Dist., 7150 La Palma Ave., Buena Park, CA 90620; 714-826-4100. Qualified candidates must complete written & oral interview & questions.

PUB. LIB. DVPT. CONSULTANT (Colo.). To provide consultative assistance to public libs. in Colo. in the areas of long-range planning, trustee education, public info., collection dvpt., & mgmt. within the context of the library dvpt. & adult services unit, & in cooperation w/the 7 reg'l. lib. svc. systems coordinated by the state library. Also provides consultative assistance to all types of libs. in one or more specific subj. areas. Min. qual.: master's degree from an ALA-accred. lib. schl. or equiv. media master's degree; 5 yrs.' exp. in a pub. lib. or pub. lib. system; demon. exp. speaking to grps., writing rpts., conducting research, & working directly w/gov't. authorities & pub. lib. directors. Applicant must be willing to travel. Salary range: \$17,961-\$25,517. Appl. mat'ls. must be rec'd. by 4:30 pm, May 17. Send ltr. of appl., transcripts, resume, & ref. to: Persnl. Office, Colo. Dept. of Ed., 303 W. Colfax, Denver, CO 80204; 303-573-3207. EO, AAE.

CHAIRPERSON in Gen. Svcs. Div., starting July 1. Acad. rank dependent upon qual. Admins. & coords. svcs. & oper. of Gen. Svcs. Div. which incl. circ., computer srchg., doc'ts., ILL, & microform svcs. The ch. works closely w/3 other lns. in the div. + a large complement of support staff & student assts. & is expected to assist in day-to-day oper. in add. to administrative & coord'g. activ. Grad. degree from ALA-accr. prog. & min. of 3 yrs.' exp. in one or more of the key svcs. & oper. of Gen. Svcs. Div. req. Pref. given to those w/online systs. or mgmt. exp. w/doc'ts., ILL, or microforms. Abil. to relate to staff & patrons essen. Abil. to analyze oper. & procedures necessary. \$22,000 min. for 12-mo. contract. Sal. may be higher dep. upon qual. of successful applicant. Apply w/full res. + names & current adds./ph. nos. of 3 ref. by April 10 to: Larry L. Kahle, Assoc. Dean of Libs., 106 Love L., U. of Nebr.-Lincoln, Lincoln, NE 68588-0410. AA, EOE.

ADMINISTRATIVE LNS. Thriving reg'l. library in Minn. seeks qualified applicants for 2 openings with responsibility for directing library operations of geographic areas within the region's ctrlzd. organization. Both positions report directly to the reg'l. director. 1) MOORHEAD LIBRARY DIRECTOR administers municipal library for univ. community of 30,000 which is part of the growing Fargo-Moorhead metro. area of 138,000 people. 2) NORTHERN DISTRICT LIB. DIRECTOR administers from Crookston the 5 libraries & bookmobile service for large 2-co. area which serves 35,000 people & includes rich farmland + headwaters of Mississippi River. Reg'l. library has operating budget of \$1.2 million. ALA-accred. MLS req. for either position which offers salary up to \$25,008. Applications are being accepted until suitable candidates are chosen. Send ltrs. of appl. w/resume & ref. to: Lake Agassiz Reg'l. Lib., Box 900, Moorhead, MN 56560.

REF. LN. ALA-accred. MLS with strong public service orientation to provide general ref. service. Assists in materials selection, collection dvpt., program planning. Science or math background preferred. Public library exp. helpful. Salary \$13,000-\$15,500. Contact: Personnel Dept., La Porte Co. Pub. Lib., 904 Indiana Ave., La Porte, IN 46350.

MANUSCRIPT CURATOR for active univ. manuscript collection. Minimum qual.: MA in American history & MLS from an ALA-accred. library schl. (or MA & PhD); prof. archival trng. &/or substantial exp. in manuscript work; ability to deal effectively with the public. Preferred: demon. competence in N.C. &/or Southern history & gov't.; publication or editorial exp. Position available July 1; min. salary \$18,500; 12-mo. appt.; faculty rank & fringe benefits. Deadline April 14. Send ltr. of appl. w/resume, official transcripts, & names of 3 ref. to: Ruth M. Katz, Joyner Lib., East Carolina Univ., Greenville, NC 27834. AA, EOE.

ASSOC. LN. FOR PUB. SVCS. \$28,000+. Resp. for pub. svc. activ. of Fenwick L., which incl. collec. access & info. svcs.; will work w/liaison lns. to develop a unified approach to instruc. & resrch. which incl. computer-assisted instruc. & media. Major resp. for pub. svcs. aspect of participation in various netwks. 4 yrs.' exp. req., incl. supvsn. Add'l. grad. degree pref. Reqs. ALA-MLS. Send ltr. & resume w/names of 3 ref. by March 25 to: Lib. Srch. Committee, George Mason U. Lib., 4400 Univ. Dr., Fairfax, VA 22030. EO, AAE.

REF. LN., HUM./SOCIAL SCI. \$17,000+. Provide gen. ref. svc. & liaison svcs. to depts. in hum. & social sci. Resp. incl. collec. dvpt. in subj. liaison areas, online srchg., & BI. Degree in hum. or social sci. req.; online srch. exp. pref. Reqs. ALA-MLS. Send ltr. & res. w/names of 3 ref. by March 25 to: Lib. Srch. Committee, George Mason U. Lib., 4400 Univ. Dr., Fairfax, VA 22030. EO, AAE.

SERIALS LN. \$18,000+. General mgmt. of serials dept., using ALIS II, LINX, & OCLC. The serials ln. will work w/pub. svcs. in providing access to the serials collec., & with liaison lns. on collec. dvpt., & will supervise participation in serials union list projects. Interest in or knowl. of alternate forms of info. storage highly desirable. Reqs. ALA-accred. MLS. Send ltr. & resume with names of 3 ref. by March 25 to: Lib. Search Committee, George Mason Univ. Lib., 4400 University Dr., Fairfax, VA 22030. EO, AAE.

EARTH & PLANETARY SCIENCES LN. (search reopened). Manages the Earth & Planetary Sciences Lib.; performs bibliographic duties & is responsible for collec. dvpt. in related subj. areas; works in general reference svcs.; performs online searches in scientific databases. Qual.: MLS from an ALA-accred. lib. schl.; degree in science, preference will be given to earth & planetary science; reading knowl. of at least one foreign lang.; exp. in science lnshp. or ref. in an acad. lib.; knowl. of online searching, preferably in BRS or DIALOG; & supvsy. exp. Minimum salary \$19,932. Send ltr. of application, resume, & 3 ltrs. of ref. by April 30 to: Virginia F. Toliver, Dir. of Lib. Persnl. & Administrative Svcs., Washington Univ. Libs., St. Louis, MO 63130. Washington Univ. is an equal-opportunity, affirmative-action employer.

3 POSITIONS OPEN. 1) BAYOULAND SYSTEM DIRECTOR. 3 yrs.' exp., ILL-OCLC, salary \$19,416 minimum.
2) ASST. REFERENCE LN. ENTRY-LEVEL salary \$15,216. 3) CATALOGER (half-time). 2 yrs.' exp. & OCLC preferred. Salary \$8,382. ALA-accred. MLS required. Apply to: Sonya Branch, Director, Lafayette Public Library, POB 3427, Lafayette, LA 70502.

SYSTEMS MGR. for expanding pub. lib. system outside of Washington, D.C. Start May 1. Help select, install, maintain integrated automation. \$22,460-\$24,768 to start. Call 703-777-0368 or apply to: County of Loudoun, Dept. of Personnel Administration, 18 N. King St., Leesburg, VA 22075.

TECH. SVCS. LN. (search reopened). Participates with the head of technical svcs. in developing goals & procedures for acq. & cataloging oper. Performs original cataloging of print & nonprint mat'ls. Oversees reclass. & retrospective conversion projects. Supervises catalog main't., incl. authority work. Qual.: MLS & exp. in tech. svcs. Knowl. of OCLC, AACR2, LC class. & subject headings. Ability to work with foreign-lang. mat'ls. Salary from \$18,000 dependent upon qual. Send resume & names of 3 ref. by April 15 to: Phyllis Cutler, College Ln., Williams College, Williamstown, MA 01267. An EO, AA employer.

MEMBER SERVICES LN., NELINET, Inc. Responsible for OCLC implementation, trng., & technical assistance for selected member libraries. Library experience with OCLC subsystems; familiarity with microcomputers & other automated systems desirable; strong interpersonal communication skills; initiative & ability to work independently; teaching, training, & writing experience desirable; ability to work with a highly motivated team of professionals in a network setting. MLS/ALA-accredited, starting salary \$18,000-\$23,000, depending on experience. Available immediately. Send ltr. of application with resume & names of 3 references to: Rosemarie Carulli, NELINET, Inc., 385 Elliot St., Newton, MA 02164. An equal-opportunity employer.

PUB. LIB. DIR. Immediate opening. Edgecombe Co. Mem'l. Lib., Tarboro, N.C., seeks an outstanding administrator resp. for plng., organizing, & directing overall activ. of new main lib., branch, & bkmbl. Reqs. are MLS, N.C. Pub. Ln. Cert., 5 yrs.' supvsy. exp. Salary \$19,644-\$29,928. Send resume & 3 ref. to: T. Perry Jenkins, Chair, Bd. of Trustees, Edgecombe Co. Mem'l. Library, 909 Main St., Tarboro, NC 27886.

LATE JOB NOTICES CONTINUED ON PAGE 166.

#### LATE JOB NOTICES CONTINUED FROM PAGE 165.

ASST. PROF., tenure-leading, in Processing Division, starting July 1. Catalog print & non-print monographic mat'ls. in the social sciences & humanities; edit non-LC copy from the OCLC database; make series decisions & do name authority work for assigned subj. & language areas; act as a resource person for cataloging assistants in assigned subject areas & foreign language & other special assignments as necessary. Grad. degree from a prog. accred. by the Amer. Lib. Assn.; undergrad. or adv. degree in social sci. discipline; familiarity w/OCLC or similar cataloging utility; knowl. of LC classification, LC subject headings, & AACR2; & good wkg. knowl. of at least one Western European language req. Min. salary is \$17,000 for a 12-mo. contract. Salary may be higher depending upon the qual. of the successful applicant. Apply w/full resume + names & current adds./ph. nos. of 3 ref. by April 10 to: Larry L. Kahle, Assoc. Dean of Libs., 106 Love Lib., Univ. of Nebr.-Lincoln, Lincoln, NE 68588-0410. Affirmative-action, equal-opportunity employer.

ACQUISITIONS LN. Law Library, Univ. of Missouri-Kansas City. Reqs.: MLS from an ALA-accred. schl. Reporting to the technical services law librarian, responsibilities include: to bibliographically search & generate all new Law Library acquisitions; to establish headings & maintain quality control for in-house records; to supervise the processing of new titles received; to expedite cooperative procedures with the law cataloger; to assist in collection dvpt.; one evening a week & occasional weekend reference service. Salary: \$16,500 min. Application deadline: April 1. Send resume & the names of 3 ref. to: Michele M. Finerty, Tech. Svcs. Law Ln., UMKC Law Library, Kansas City, MO 64110; 816-276-1659.

AV/DEPT. MGR. We have a highly visible oppty. which offers a personalized work environ., an atmosphere which encourages new ideas, fosters prof. growth & dvpt., & rewards achievement. The ideal candidate should have a min. of 5 yrs.' progres. more resp. hands-on exp., 2 of which are in a mgr'l. capacity within a fast-paced AV dept. An MLS from an ALA-accr. inst. of higher lrng. as well as a thorough knowl. of: 1) computerized bkg. systs.; 2) interactive lrng. systs.; 3) microcomputer technol.; 4) strong fiscal & budget mgmt. capabilities; 5) popular film & video collec., coupled w/strong bkgrd. in ed'l. & commercial info. media; & 6) demon. abil. to nurture coop. concepts w/int'l. & external entities. The challenging pos. offers an attrac. salary of \$23,732.80 (negotiable) & an excellent ben. pkg. For immed. consid., please submit sal. history & resume in confidence to: Dir. of Persnl., P. L. of Columbus & Franklin Co., 28 S. Hamilton Rd., Columbus, OH 43213.

REF. LN. needed to do gen. ref. & adult bk. selec. MLS from ALA schl., 3 yrs.' exp., & driver's license. M-F, 8-5. \$16,000-\$24,000 per yr. Excellent ben. Deadline: March 20. Send res. & 3 ref. to: Northern Ill. L. Syst., 4034 E. State St., Rockford, IL 61108. EOE.

DIRECTOR OF LIBRARY SERVICES. Salary \$34,908-\$43,632. Reqs.: ALA-approved MLS, MIS, or MBA or MPA, plus 5 yrs.' administrative exp. Apply by 5 pm, April 5, to: Persnl. Dept., City of Livermore, 1052 S. Livermore Ave., Livermore, CA 94550; 415-449-4000. An EEO employer.

BRANCH LN., Lorain (Ohio) Pub. Lib., to manage a branch of 23,000 vols. & 85,000 annual circulation in a multiethnic, Spanish-speaking community. ALA-MLS required & ability to speak & read Spanish desirable. Seeking public-service, community-oriented person with skills & willingness to work in all phases of library operations, including book selection, circulation, readers' advisory, reference, programming, & employee supervision. \$14,214-\$16,665 hiring range with increases to \$21,567; excellent fringes. Position open until suitable candidate is selected. Apply to: Lorain Pub. Lib., 351 Sixth St., Lorain, OH 44052. An equal-opportunity employer.

ARCHIVIST, Univ. of Cincinnati. Resp. for records mgmt. to promote acq. of mat'ls. for the Univ. Archives; for acqs. & proc'g. of Univ. Archives mat'ls.; & for ref. assistance w/dept'l. collec. Receives general direction from & rpts. to the asst. head of the archives & rare bks. dept. Qual.: MLS from an ALA-accred. library schl. or relevant combination of ed. or exp. req. Relevant exp. wkg. w/archival or ms. collec. req. Abil. to communicate clearly, both orally & in wrtg., req. Abil. to work effec. w/patrons, other library staff, & univ. persnl. req. Approp. grad. degrees & records mgmt. exp. desirable. Knowl. of computer appl. to archival work helpful. Rank & salary commen. w/qual. & exp. Min. salary: \$18,000. Send cover ltr. w/resume & list of 3 ref. postmarked by March 29 to: Sharon Tuffendsam, Libs. Persnl. Offcr., 640 Ctrl. Lib., U. of Cincinnati, Cincinnati, OH 45221-0033. The U. of Cincinnati is an affirmative-action, equal-opportunity employer.

DIRECTOR, South Bend (Ind.) Pub. Lib. Serves population of 168,000, incl. city & 7 town-ships, w/main library, 5 new branch libs., bookmobile, budget of \$3.4 million, staff of 130, & 1.5 million annual circulation. Library director is chief exec. offcr. for all aspects of library mgmt., operation, & long-range planning, incl. budget preparation & expenditures. MLS degree from ALA-accred. schl. & minimum of 5 yrs.' successful pub. lib. administrative exp. required, as demonstrated through measurable goals & objectives. Salary range \$35,000-\$40,000, depending on exp. Liberal vacation, sick leave, medical & life insurance. Closing date for applications: April 19. Mail ltr. of application & resume to: Hollis E. Hughes, President, Bd. of Library Trustees, South Bend Pub. Lib., POB 1558, South Bend, IN 46634. AA, EOE.

DIRECTOR. Urban/rural, 9-branch co. system, within metropolitan Kansas City area seeks director to serve as its chief executive & fiscal officer. Available immediately. Salary, \$20,000 plus, depending on exp. Generous fringe benefits. Resume & references to: Jane Lasley, President, Cass Co. Pub. Lib. Trustees, 1701 E. 58 Highway, Raymore, MO 64083.

COLLECTION SPECIALIST, WESTERN HISTORY COLLECTION, Denver Pub. Lib. Primary responsibilities include in-depth reference work with researchers & correspondence concerning manuscripts; manuscript cataloging using AACR2, LCSH, LC manuscript procedures; OCLC or RLIN procedures; cnsrvn./prsrvn. work. Qual.: MLS preferred with 2 yrs.' exp. in ref. work w/manuscripts; MA in history or other related field with 4 yrs.' ref. work w/manuscripts; or a baccalaureate degree w/5 yrs.' ref. work w/manuscripts +, in all cases, evidence of specialized trng. w/manuscripts, not just archives & cnsrvn./prsrvn. trng. or exp. Admin. or supvsy. exp. is very desirable. Salary: \$1,897-\$2,481 per mo. Deadline: until job is filled. Submit resume & ref. to: Denver Pub. Lib., Admin. Ctr., Persnl. Office, 3840 York St., Unit J, Denver, CO 80206; 303-571-2301. An affirmative-action employer.

NETWORK LIBRARY LIAISON OFFCR. Responsible for implementation & training for OCLC systems. Thorough knowl. of OCLC necessary. Extensive travel. Qual.: MLS from accred. lib. schl., 3 yrs.' progressively resp. prof.-level exp. Reqs. cataloging subsystem knowl. & familiarity w/MARC formats. Salary: min. \$20,000; negotiable. Liberal benefits. Send resume & 3 ref. w/ltr. of appl. by March 30 to: June Koelker, Assoc. Dir., Lib. Svcs., AMIGOS Bibliographic Cncl., Inc., 11300 N. Central Expressway, Suite 321, Dallas, TX 75243. EOE.

#### CAREER OPPORTUNITIES

#### Guidelines

A salary range is required for all "Positions Open" ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

#### General Deadline for Copy

Copy must be received by the 5th of the month preceding date of issue. (Job openings subsequently filled can be stamped "Filled" up to three weeks preceding date of issue; advertiser is billed for original ad.)

Late Job Notices: Space permitting, Late Jobs are taken by phone only, beginning on the 10th.

#### Address

Place all notices with Beverly Goldberg, LEADS, American Libraries, 50 E. Huron St., Chicago, IL 60611; (312) 944-6780 x326.

Electronic Mail: Ads may also be submitted electronically via ALANET by 1) sending a memo directly to our AL.LEADS mailbox; or 2) completing the LEADSAD online order form.

#### Rates

PLEASE STATE IF ALA MEMBER. INSTITUTIONAL MEMBERSHIP REQUIRED FOR INSTITUTIONAL DISCOUNTS.

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. (AL does not supply job lists or forward jobs to clearinghouses.)

Positions Wanted: ALA members receive first 50 words free, 50¢ each word over. Nonmembers: 50¢/word. Limit 3 issues per year.

Educational Notices: Line-by-line or display format. For price schedule, see Rates for Advertisement box in Datebook.

Positions Open, Professional Exchange, or Requests for Proposals (Please state format desired):

Line-by-line: \$5/line. ALA institutional members receive 20% off (\$4/line).

**Display:** Boxes, larger type, prominent format. \$50/column inch. 20% off for ALA institutional members. Available only for job positions or educational programs.

Late Job Notices: By phone only, beginning 10th of the month. \$10/line. ALA institutional members 10% off. See complete instructions in section.

Consumer Classies: Includes Available At No Charge, For Sale, Wanted, Barter, Personal, Out-Of-Print Books, Periodicals & Serials, and Services & Sources. (Please state section desired.) \$5/line; multiple insertion discounts on total cost: 2–5 months per year, 5% discount; 6 months or more, 10%. No ALA membership discounts applicable.

**Box numbers:** AL will provide box numbers on request for advertisers wishing to run blind ads. Surcharge is \$10. For Positions Wanted, box numbers are free-of-charge.

To reply to box numbers, write: Box (number), c/o American Libraries, 50 E. Huron St., Chicago, IL 60611. Mark mailing envelope "Confidential."

NOTE: Institutions using purchase orders should notify LEADS editor of purchase order number within 2 weeks of placement of advertising. Later receipt will result in incomplete billing.

#### Ads by Phone

The following applies only to regular classified ads due on the 5th of the month. Late Jobs are not included.

 Telephoned copy will be accepted only at the discretion of the LEADS editor, depending on time available.

2) A surcharge of \$5 total for line-by-line and \$10 total for displays will be charged for all accepted telephone ads.

 All accepted telephone ads must be followed by written confirmation, including full text of the ad, within two weeks.

## **DATEBOOK:** events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

#### March

13, 20: Word Proc'g. for Lns. prog., Queens Campus, St. John's U., Jamaica, N.Y. Spons., SJU/Schl. of CE. One CEU available. Fee, \$125. Info.: Schl. of CE, SJU, Grand Central & Utopia Pkwys., Jamaica 11439 or P. Clark or J. Benson (718-990-6161 x6200).

**16:** Intermediate Spreadsheet Calculators seminar, U. Washington, Seattle. Spons., UW/GSLIS. Fee, \$12. Info.: B. Tolliver, GSLIS, UW, Seattle 98195 (206-543-1889).

17-19: Assn. of Info. & Dissemination Ctrs. annual conf., Sheraton Sand Key Resort, Clearwater Beach, Fla. Info.: H. Alcock, IFI/Plenum Data Co., 302 Swann Ave., Alexandria, VA 22301 (800-368-3093).

21-22: Computers & Young Chldrn. nat'l. conf., U. Del., Newark. Spons., U. Del. Info.: Div. of CE, U. Del., Newark 19711 (302-451-8838).

#### COMING UP

National Library Week April 14-20, 1985

**Executive Board** 

Spring Meeting

May 1-2, 1985

**ALA Annual Conference** 

Chicago, III.

July 6-11, 1985

IFLA General Conference

Chicago, III.

Aug. 18-24, 1985

See p. 170 for other library association conferences.

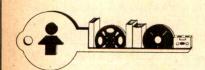
22: Lib. Interior Design Inst., CUNY Grad. Ctr. Auditorium, New York, N.Y. Spons., LA of CUNY (City U. of N.Y.), et al. Fee, \$25 LACUNY mem.; \$30 nonmem. Enrollment limited. Info.: A. Eisenberg, Inst. Registrar (718-626-5599) or Lib., LaGuardia Community Col., CUNY, 31-10 Thomson Ave., Long Island 11101.

23: Spring Wkshp. of Southern Calif. Cncl. on Literature for Children & Young People, Torrance Pub. Lib. Theme, "Braving the New Frontier." Fee: free to SCCLCYP mem.; \$3 nonmem. Info.: S. Anderson, Torrance Pub. Lib., 3301 Torrance Blvd., 90503 (213-618-5964).

24-27: Conf. for Pub. Libs., Hyatt Orlando, Kissimmee, Fla. Spons., Fla. State U./SLIS; in conj. w/State Lib. of Fla. Theme, "Lib. Programs & Svcs.: Staff Attitudes—Patron Perceptions." Fee, \$175. Info.: A. Trezza, SLIS, FSU, Tallahassee 32306 (904-644-5775).

25: Legal Resrch.: Basic Sources for the Nonlaw Ln. wkshp., Law Ctr., U. Iowa, Iowa City. Spons., U. Iowa/SLIS. .6 CEUs available. Fee, \$25. Enrollment limited to 60. Info.: E. Bloesch, SLIS, U. Iowa, 3087 Lib., 52242 (319-353-3644).

#### **ADVERTISEMENTS**



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Gretchen LAGANA,

University of Illinois Libraries

Gerald McCABE,

Clarion University Libraries

Bob OTPENHEIMER,

Concordia University Management Department

Lester POURCIAU,

Memphis State University Libraries

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#### SUMMER TERM 1985 SPECIAL WORKSHOPS

The College of Information Studies, Drexel University, will offer 12 intensive one- or 2-week workshops this summer for 2 or 4 graduate credits each. Workshops meet 9:00 – 12:00 each day during the scheduled one or 2 weeks and are given for post-master's as well as MS credit. Workshops can also be taken on an audit (noncredit) basis. Deadline for completed applications is June 3 for those wanting graduate credit.

Online Bibliographic Searching June 17-21 June 17-21 User Education Programs: Design and Evaluation June 24-28 Financial Management of Libraries July 8-12 July 15-19 Telecommunications and Library Networks Planning for Library Automation July 15-26 Storytelling July 22-26 Introducing Innovation to an Information System Online Bibliographic Searching July 22-26 July 29 - Aug. 2 Applications of Packaged Computer Programs Aug. 5-9 Biomedical Database Searching Aug. 5-9 Techniques for User Studies Aug. 12-16 Advanced Online Searching

The college will also offer MS core courses and 12 regular graduate courses for credit during the June 18 – Aug. 31 summer term. For further information, contact:



John B. Hall, Associate Dean College of Information Studies Drexel University Philadelphia, PA 19104 215-895-2474 25-26: Results-Orien. PR Mgmt. wkshp., Dallas, Tex. Spons., Cncl. for Adv. & Support of Ed. (CASE). Info.: CASE, Suite 400, 11 Dupont Circle, Washington, DC 20036 (202-328-5900).

26-27: Amer. Nat'l. Standards Inst. Pub. Conf. & Seminar, Hamilton Stouffer Hotel, Itasca, Ill. Theme, "High Technol.-Opportunities & Crucial Challenges for Standardization.'' Info.: ANSI, 1430 Broadway, New York, NY 10018.

27-29: Annual Fundraising in the Small Shop wkshp., Meridien Hotel, Boston, Mass. Spons., CASE. Info.: see March 25 - 26.

27-29: Wrtg. Winning Proposals wkshp. Midland Hotel, Chicago, Ill. Spons., CASE. Info.: see March 25 - 26.

27, April 3: Database Mgmt. Systs. for Lns. prog., Queens Campus, St. John's U., Jamaica, N.Y. Details: see March 13, 20.

28-29: Computers wkshp., U. Calif., Santa Cruz. Spons., Calif. Ed'l. Computing Cnsrtm. Info.: H. Roach, Computer Svcs., Mt. San Antonio Col., 1100 N. Grand Ave., Walnut 94542.

28-30: Nat'l. Cncl. of Tchrs. of Eng. annual spring conf., Houston, Tex. Theme, "Countdown to Excellence." Info.: Spring Conf. Info., NCTE, 1111 Kenyon Rd., Urbana, IL 61801 (217-328-3870).

29-30: Acctg. & Financial Analysis for Lib. Mgrs. prog., Schl. of Communication, Info., & Lib. Studies, Rutgers U., New Brunswick, N.J. One CEU available. Fee, \$95. Regis. deadline March 20. Info.: J. Varlejs, SCILS, Rutgers U., 4 Huntington St., 08903 (201-932-

29-30: Nebraska WILL (Wkshp. in Lib. Ldrshp.) prog., Grand Island. Spons., Nebr. LA, et al. Info.: E. Norton, NLA Pres., Box 150,

#### **ADVERTISEMENTS**

#### RATES FOR ADVERTISEMENTS

Nonprofit organizations: Line-by-line format, \$5/line; ALA institutional members, \$4/line. Display format, \$50/column inch; 20% discount to nonprofit ALA institutional members.

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David City 68632 (402-367-4069) or B. Trautwein, WILL Wkshp. Ch., Columbus Pub. Lib., 2504 14th St., 68601 (402-564-7116).

29-30: Symposium on Subj. Analysis, N.C. Ctrl. U., Durham. Spons., NCCU/SLS. In honor of the late Annette L. Phinazee, NCCU/SLS dean, & of 75th anniv. of NCCU. Info.: D. McAllister-Harper, Assoc. Prof., SLS, NCCU, 27707 (919-683-6485 or 6415).

29 - April 1: Western Humor & Irony Memshp. (WHIM) conf., Ariz. State U., Tempe. Info.: D. or A. Nilsen, Eng. Dept., ASU, 85287.

31 - April 1: Doing Better Pubs. for Less wkshp., San Francisco, Calif. Spons., CASE. Info.: see March 25 - 26.

31 - April 3: Softcon int'l. conf. & trade fair, Ga. World Congs. Ctr., Atlanta. For software merchandisers & publshrs. & corp. & inst'l. users. Fee, \$30 exhibits only; \$195 full conf. Info.: Softcon, c/o N.E. Expositions,

822 Boylston St., Chestnut Hill, MA 02167 (617-739-2000).

31 - April 4: Amer. Ed'l. Resrch. Assn. annual mtg., Chicago, Ill. Info.: AERA, 1230 17th St. NW, Washington, DC 20036 (202-223-9485).

#### April

1-2: Coord'g. Coop. Collec. Dvpt.: A Nat'l. Perspective conf., Allerton Hotel, Chicago, Ill. Spons., State of Ill. Bd. of Higher Ed., et al. Fee, \$50. Info.: Off. of Dean, Lib. Svcs., Eastern III. U., Charleston 61920 (217-581-6061).

2-5: Mid-Amer. Congs. on Aging annual reg'l. conf., Westin Crown Ctr. Hotel, Kansas City, Mo. Info.: M. Neu, Admin., Mid-Amer.

DATEBOOK continued on p. 170.

#### **ADVERTISEMENTS**

#### **Designing & Space Planning** the Electronic Library

April 18 – 19, 1985 ● New York City Oct. 3 – 4, 1985 ● San Francisco

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July 24-26, 1985

The University of Illinois at Urbana-Champaign

Authors: Planning the Electronic Office McGraw-Hill, 1983

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#### DATEBOOK continued from p. 169.

Amer. Congs. on Aging, 701 N. 7th St., Rm. 510, Kansas City, KS 66101 (913-573-5377).

**4-5:** The Politics of Info. conf., Ind. U., Bloomington. Spons., Ind. U./SLIS, et al. Fee, \$35. Regis. deadline March 15. Info.: A. Rimmer, Lib. Admin., Main Lib. C-2, Ind. U., 47405 (812-335-3403).

8-9: Mgmt. of the Online Catalog wkshp., U. Ariz., Tucson. Spons., ALA/Lib. Admin. & Mgmt. Assn. Info.: LAMA, ALA, 50 E. Huron St., Chicago, IL 60611 (312-944-6780 x299).

9-10: Texas Conf. on Lib. Autom., Holiday Inn – Greenway Plaza, Houston. Spons., U. Houston Libs. in conj. w/Tex. State Lib., et al. Theme, "Anatomy of an Integrated Lib. Syst." Fee, \$75. Info.: D. Rooks, U. Houston Libs., 4800 Calhoun, 77004 (713-749-4241).

10-12: Annual Seminar on Cnsrvn. of Archival Mat'ls., U. Tex. at Austin. Spons., UT at Austin/Harry Ransom Humanities Resrch. Ctr. Focuses on cnsrvn. of modern mss. on paper. Fee, \$235. Enrollment limited to 30. Info.: P. Palmer, HRHRC Cnsrvn. Dept., UT at Austin, P.O. Drawer 7219, 78713 (512-471-9117).

11: Poise Under Fire: Dealing withe Problem Patron prog., Carroll Co. Pub. Lib., 50 E. Main St., Westminster, Md. Spons., Coop'g. Libs. of Ctrl. Md. (CLCM). Info.: C. Sumler, CLCM, 115 W. Franklin St., Baltimore 21201 (301-396-3921).

12: Annual Spring Media conf., Sheraton Hotel Conf. Ctr., Syracuse, N.Y. Spons., Syracuse U./SIS. Theme, "The Young Adult: A 'Totally Awesome' Phenomenon." Fee, \$40. Enrollment limited. Info.: Spring Media Conf. Coord., SIS, Syracuse U., 200 Huntington Hall, 13210 (315-423-2911).

12: First Annual Virginia Hamilton Lecture, Kent (Ohio) State U. Spons., KSU/SLS. Virginia Hamilton to lecture on minority grp. exp. in chldrn.'s lit. Info.: C. Jackson, Prof. Emerita, SLS, KSU, 44240 (216-672-2782).

12: Lib. Instruc. & the Computer conf., CUNY Grad. Ctr., New York, N.Y. Cospons.,

#### State and Specialized Library Association Conferences to Note:

Okla. LA March 21-22, 1985 Stillwater Schl. Lib. Media Specists./SE N.Y. March 23, 1985 West Point La. LA March 27-29, 1985 Lafayette Catholic LA April 8-11, 1985 St. Louis, Mo. Ala. LA Mobile April 10-12, 1985 Ore. LA Pendleton April 10-13, 1985 S.C. Assn. Schl. Lns. April 11-12, 1985 Columbia la. Ed'l. Media Assn. April 11-13, 1985 Waterloo Mo. Assn. Schl. Lns. April 14-16, 1985 Lake Ozark Conn. LA April 16-17, 1985 New Haven N.M. LA Santa Fe April 17-19, 1985 Wash. LA April 17-20, 1985 Seattle

LA of CUNY; Assn. of Col. & Resrch. Libs. – N. Y./Bibl. Instruc. Grp. Fee, \$10 LACUNY, ACRL-NY mem.; \$15 nonmem. Info.: E. Kleinhans, John Jay Col. Lib., 445 W. 59th St., New York 10019 (212-489-5167).

12: Plng.: Strategic & Tactical prog., Honolulu, Hawaii. Spons., Med. Lib. Grp. of Hawaii. Med. LA CEUs available. Fee, \$75 MLA mem.; \$110 nonmem. Info.: D. Stephens, Med. Lib., Hawaii State Hospital, 45-710 Keaahala Rd., Kaneohe 96744-3597 (808-247-2191 x218).

13: Intro. to Database Mgmt. Systs. seminar, U. Washington, Seattle. Details: see March 16.

13: Wkshp. in Lib. Ldrshp., Thousand Oaks (Calif.) Pub. Lib., 1401 E. Janss Rd. Spons., Calif. Assn. of Lib. Trustees & Comsnrs. Info.: C. Kraemer, 109 Oakmont Ave., San Rafael 94901 (415-456-4387).

14-16: Annual Clinic on Lib. Appl. of Data Proc'g., U. Ill. at Urbana-Champaign. Cospons., U. Ill. at Urbana-Champaign; Amer. Soc. for Info. Sci./Chgo. Chap./Ind. Chap. Theme, "Human Aspects of Lib. Autom.: Helping Staff & Patrons Cope." Fee, \$140. Info.: R. Caton, GSLIS, U. Ill. at Urbana-Champaign, 61801 (217-333-3280).

14-17: Basic Lib. Mgmt. Skills Inst.,
Philadelphia, Pa. Spons., Assn. for Resrch.
Libs./Off. of Mgmt. Studies. For beginning
lib. mgrs. Fee, \$325. Enrollment limited. Info.:
OMS, ARL, 1527 New Hampshire Ave.
NW, Washington, DC 20036 (202-232-8656).

15-17: Nonbk. Mat'ls. Inst., Hotel
Continental, Chicago, Ill. Cospons.,
ALA/Resources & Tech. Svcs. Div.; Ill. LA.
Fee, \$205 ALA/RTSD, ILA mem.; \$230 ALA
mem.; \$255 nonmem. Regis. deadline April
1. Enrollment limited to 150. Info.: A.
Menendez, RTSD, ALA, 50 E. Huron St.,
Chicago 60611 (312-944-6780 x319).

21-27: First Int'l. Ed'l. Computing Conv., Toronto, Ont. Cospons., Assn. for Ed'l. Data Systs.; Ed'l. Computing Org. of Ont. Theme, "Computing Knows No Borders." Info.: AEDS '85, 1201 16th St. NW, Washington, DC 20035 (202-822-7845).

30 – May 2: Nat'l. Online mtg., Sheraton Ctr. Hotel, New York, N.Y. Spons., Learned Info., Inc. Info.: T. Hogan or C. Nixon, Learned Info., Inc., 143 Old Marlton Pike, Medford, NJ 08055 (609-654-6266).

#### May

3: Zena Sutherland Lecture, Cultural Ctr., Chicago (Ill.) Pub. Lib., 78 E. Washington. Spons., U. Chgo./GLS. Katherine Paterson, two-time winner of the Newberry Medal (for Bridge to Terabithia & for Jacob Have I Loved), to speak. Fee, \$10. Info.: Sutherland Lecture, GLS, UC, 1100 E. 57th St., 60637 (312-962-8272).

5-17: Annual Lib. Admin. Dvpt. Prog., Donaldson Brown Ctr., U. Md., Port Deposit. Spons., U. Md., College Park/CLIS. Fee, \$1,695. Regis. deadline April 1. Info.: M. Hayleck, Admin. Asst., LADP, CLIS, U. Md., College Park 20742 (301-454-6080).

Career Opportunities Guidelines appear on p. 167.

#### **JOBLINES**

AMERICAN SOCIETY FOR INFORMATION SCI-ENCE Jobline: (202) 659-1737. To list a position, obtain a form from: ASIS Jobline, ASIS Hdqrtrs., 1010 16th St., NW, Washington, DC 20036 or phone (202) 659-3644.

ARIZONA Job Hotline: (602) 278-1327. To list a position, write Arizona Job Hotline, c/o Maricopa County Library, 3375 W. Durango, Phoenix, AZ 85009 or phone (602) 269-2535.

ASSOCIATION OF COLLEGE AND RESEARCH LIBRARIES Jobline: (312) 944-6795. To list a position, obtain jobline form from: ACRL Jobline, ACRL/ALA, 50 E. Huron St., Chicago, IL 60611. Listing fee: \$30 ACRL members; \$35 nonmembers.

BRITISH COLUMBIA Library Association Jobline: (604) 263-0014. To list a position write: BCLA Jobline, British Columbia Library Association, POB 46378, Station "G," Vancouver, B.C., V6R 4G6 Canada.

CALIFORNIA Library Association Jobline: (916) 443-1222 or (213) 629-5627. To list a position: write CLA, 717 K St., Suite 300, Sacramento, CA 95814-3477 or phone (916) 447-8541.

CALIFORNIA Media and Library Educators Association (CMLEA) Job Hotline: (415) 697-8832. To list a position: write CMLEA, 1575 Old Bayshore Highway, Suite 204, Burlingame, CA 94010 or phone (415) 692-2350.

(CALIF.) SAN ANDREAS-SAN FRANCISCO BAY/Special Libraries Association: (415) 339-9541. To list a position: call Cristina Fowler at (415) 642-2511.

(CALIF.) SOUTHERN CALIFORNIA CHAPTER, Special Libraries Association: (818) 795-2145. To list a position: write Duane M. Helgeson, Millikan Library, 1-32, California Institute of Technology, Pasadena, CA 91125 or phone (818) 356-6422.

COLORADO State Library Jobline: (303) 866-2210.
To list a position: write the Jobline, 1362 Lincoln,
Denver, CO 80203 or phone (303) 866-2175.
COLORADO LIBRARIES ONLY.

CONNECTICUT Library Association Jobline: (203) 727-9675, 24 hrs., updated weekly. To list a position: write CLA Jobline, Connecticut State Library, 231 Capitol Ave., Hartford, CT 06106.

(D. C.) METROPOLITAN WASHINGTON Library Jobline: (202) 223-2272. To list a position: write Jobline, Metropolitan Washington Library Council, 1875 Eye Street NW, Suite 200, Washington, DC 20006, or phone (202) 223-6800, x458. There is a \$30 listing fee for nonmembers.

DELAWARE Library Association Jobline: call the New Jersey and/or Pennsylvania Job Hotlines, which include Delaware job listings. Prospective employees should contact the employer directly. Delaware jobs are also listed on the New Jersey, Pennsylvania, and Maryland joblines.

- FLORIDA State Library Jobline: (904) 488-5232. To list a position: write Florida Jobline, State Library of Florida, R.A. Gray Building, Tallahassee, FL 32301 or phone (904) 487-2651. FLORIDA LIBRARIES ONLY.
- ILLINOIS Library Jobline: (312) 828-0930. To list a position: call (312) 644-1896 or write Library Jobline of Illinois, c/o Illinois Library Association, 425 N. Michigan Ave., Suite 1304, Chicago, IL 60611. Fee for listing position for 2 weeks is \$20. Cosponsored by Illinois Library Association and Ill. Chapter/SLA.
- IOWA Library Joblist (monthly): Carol Emerson, Editor, State Library of Iowa, Historical Building, Des Moines, IA 50319. To list a position: (515) 281-4350. IOWA LIBRARIES ONLY.
- MARYLAND Library Association Jobline: (301) 685-5760. To list a position: write MLA, 115 W. Franklin St., Baltimore, MD 21201 or phone (301) 685-5760, Wednesdays only, 10 am – 2 pm.
- MIDWEST Library Job Hotline: (517) 487-5617. To list a position, contact one of the following associations: Illinois Library Association, Indiana Library Association, Michigan Library Association, Minesota Library Association, Ohio Library Association, or the Wisconsin Library Association. MIDWEST LIBRARIES ONLY.
- MISSOURI Library Association Jobline: (314) 442-6590. Updated every 2 weeks. To list a position: write MLA Jobline, Parkade Plaza, Suite 9, Columbia, MO 65201. There is a \$10 listing fee for nonnember libraries.
- MOUNTAIN PLAINS Library Association Jobline: (605) 624-2511. To list a position, write: Mountain Plains L.A., c/o I. D. Weeks Library, University of South Dakota, Vermillion, SD 57069. Includes Colorado, Kansas, Montana, Nebraska, Nevada, North and South Dakota, Utah, and Wyomina.
- NEBRASKA Job Hotline: (402) 471-2045. To list a position: write Nebraska Library Commission, 1420 P St., Lincoln, NE 68508. REGIONAL EMPHASIS.
- NEW ENGLAND Library Jobline: (617) 738-3148.
  To list a position: write Dr. James M. Matarazzo,
  Assoc. Dean, GSLIS, Attn.: New England Library
  Jobline, Simmons College, 300 The Fenway, Boston, MA 02115
- NEW JERSEY Library Association: (609) 695-2121.
  To list a position, phone: (609) 292-6237.
- NEW YORK Library Association Jobline: (212) 227-8483. To list a position: write NYLA, 15 Park Row, Suite 434, New York, NY 10038 or phone (212) 227-8032.
- NEW YORK CHAPTER Special Libraries Association: (212) 753-7247. To list a position: write Meryl Schatzberg, 215 Adams St., Apt. 10A, Brooklyn, NY 11201 or phone 212-880-9716.
- NORTH CAROLINA Jobline: (919) 733-6410. To list a position, call: (919) 733-2570. NORTH CAROLINA LIBRARIES ONLY.
- OKLAHOMA Department of Libraries Jobline: (405) 521-4202, 5 pm 8 am on weekends and holidays only. Updates on 1st and 15th of every month. To list a position, call: (405) 521-2502.
- OREGON Library/Media Jobline: (503) 585-2232.
  To list a position: write Jobline, Oregon State Library, State Library Building, Salem, OR 97310 or phone (503) 378-4243. NORTHWEST LISTINGS ONLY.
- PACIFIC NORTHWEST Library Association (PNLA)
  Jobline: (206) 543-2890. To list a position, write:
  PNLA Jobline, c/o Graduate School of Library and
  Information Science, FM-30, University of Washington, Seattle, WA 98195. PACIFIC NORTHWEST LISTINGS ONLY.
- PENNSYLVANIA Cooperative Job Hotline: (717) 234-4646. To list a position (members and nonmembers): (717) 233-3113.

- PUBLIC Library Association Jobline: (312) 664-5627. To list a position, obtain jobline form from: PLA Jobline, PLA/ALA, 50 E. Huron St., Chicago, IL 60611. Listing fee: \$30 PLA members; \$35 nonmembers.
- RHODE ISLAND RILA Bulletin Jobline (monthly).
  For copies, send self-addressed, stamped envelopes. To order or to list a position, contact S. Carlson, R.I. Dept. of State Library Services, 95 Davis St., Providence, RI 02908. SOUTHEASTERN NEW ENGLAND LIBRARIES ONLY.
- RURAL LIBRARIES Jobline (monthly). Center for the Study of Rural Librarianship, Clarion University of Pa., Clarion, Pa. Send \$1 per copy. To order or to list a position, contact Michael Jaugstetter, College of Library Science, Clarion University of Pa., Clarion, PA 16214 or phone 814-226-2383.
- (5. C.) UNIVERSITY OF SOUTH CAROLINA College of Library and Information Science Jobline: (803) 777-8443. To list a position, write: Admissions and Placement Coordinator, College of Library and Information Science, University of South Carolina, Columbia, SC 29208.
- SPECIAL LIBRARIES ASSOCIATION SpeciaLine Employment Clearinghouse Job Hotline: (212) 460-9716, 24 hrs., updated every second Friday. To list a position: write Ruth Rodriquez, Manager, Membership Records and Services, Special Libraries Association, 235 Park Ave. S., New York, NY 10003 or phone (212) 477-9520.
- TEXAS State Library Jobline: (512) 475-0408. Listings can be heard continuously. Weekly updates. To list a position, write to Bell Colyer, or call (512) 475-4110, Monday Friday, 8 am 5 pm. TEXAS LISTINGS ONLY.
- VETERANS ADMINISTRATION Library Network (202) 389-2820. 9 am 5 pm weekdays only. For printed job list: write Harry D. Weitkemper, Library Division (142D), VA Central Office, 810 Vermont Ave. NW, Washington, DC 20420; ATTN.: Vacancy List. Most listings are for medical librarian positions. ONLY FOR THOSE ELIGIBLE FOR INCLUSION ON U.S. REGISTER OF PROFESSIONAL LIBRARIANS.
- VIRGINIA Library Jobline: (804) 355-0384. To list a position, write: the Jobline, c/o James Branch Cabell Library, 901 Park Ave., Richmond, VA 23284. STATE OF VIRGINIA LIBRARIES ONLY.
- WEST VIRGINIA library employment listings: call the Pennsylvania Cooperative Job Hotline.

#### **POSITIONS WANTED**

ENTHUSIASTIC GRADUATE OF CATHOLIC UNIVERSITY AND ALA/MLA MEMBER desires immediate full-time employment as Clinical Reference Librarian. Strong medical subject knowledge with recent emphasis in cardiovascular, oncology, and nursing specialties. Qualified in MEDLINE, initiation of SDI, and reprint libraries. Will relocate. Resume on request from: Elizabeth A. Kayaian, 120 Center Dr., Bethesda, MD 20814; or call 301-654-6010.

MAY 1985 GRADUATE (ALA-MLS) SEEKS ENTRY-LEVEL POSITION IN PUBLIC LIBRARY. Coursework includes cataloging, reference, management, information science, and practicum. Familiar with OCLC and DIALOG. Contact: Kathleen Fitzsimmons, 124 N. Clinton, Iowa City, IA 52242; 319-338-2298.

POSITION WANTED: COLLEGE, RESEARCH, OR SPECIAL LIBRARY. Rare books; special collections; cataloging or reference/collection development in humanities. MLS, MA, background in Romance languages, literature, history, music; 2 yrs. rare book cataloging using RLIN, OCLC. Willing to relocate. Contacts Barbara Pilvin, 4247 Locust St., Apt. 706, Philadelphia, PA 19104.

POSITION WANTED: PREFER TECH. SVC., entry-level. Available Aug. 1. Reading knowledge of French. Willing to relocate. Contact Lynda D. Ray, Apt. 110, 13131 N. 19th St., Tampa, FL 33612; 813-971-8712.

HIGHLY EXPERIENCED REFERENCE LIBRAR-IAN seeks an appropriate position. Have extensive library-related editing experience with several major publication credits. Prefer a position within a 100-mile radius of Louisville, Ky., but will accept any reasonable offer. Reply to: Richard A. Gray, 328 W. State St., Rockford, IL 61101.

MAY 1985 GRADUATE (MLS) SEEKS ENTRY-LEVEL REFERENCE POSITION IN ACADEMIC LIBRARY. Courses in reference, cataloging (Dewey, LC, AACR2), information systems, online searching, and administration. Experience with OCLC. Southeast preferred. Available June. Contact: Susan Farner, Box 569, Peabody College, Nashville, TN 37203; 615-321-8019.

ENTRY-LEVEL REFERENCE. Bill Schneider, 2219 Glendon Ave., Los Angeles, CA 90064.

#### POSITIONS OPEN

#### ACADEMIC LIBRARY

Access services & library automation coordinator. Available July 1 to manage access services programs including circulation, interlibrary loan, reserves, photocopy, current periodicals, nonprint, and related services; responsible for unit staff, policy development, budget, space planning, and coordination with other library units; will also assume responsibility for planning and implementing automation programs for all library units; some shared reference responsibilities. Qualifications: ALA-accredited MLS plus relevant experience and organizational/communication skills; salary range: \$25,000 – \$29,500. Position pending budget approval. Application, vitae, 3 professional references by 5:00 pm, April 5, to: Carol Franklin, Associate Vice President for Academic Affairs, University of Redlands, Redlands, CA 92374. EOE, AA employer.

Access services librarian. Christopher Newport College, a 4-yr., degree-granting state institution of 4,000 students located in the Tidewater area of Virginia, near the Chesapeake Bay, invites applications for the position of access services librarian. The position requires supervision and direction of the library's access services, which include circulation, ILL, reserve, periodicals, and the copying service. Effective communications and administrative skills are required for supervising a staff of 3 FTE positions and 21 student assistants. The access services librarian reports to the library director, acts as a member of the Administrative Staff Council, and participates in the liaison program with academic departments. The position requires some reference desk duties (including regular, evening, and occasional weekend hrs.), participation in the bibliographic instruction program, and assistance in teaching a credit course in library research and bibliography. ALA-accredited MLS degree and prior professional reference and/or circulation experience required. Background in business or science desired. 2nd subject master's degree preferred. Salary from \$19,000 to \$22,000 for 12-mo. contract with faculty rank. Excellent fringe benefits. Send letter of application, resume, and names of 3-5 references by April 8 to: Mary H. Daniel, Chairperson, Access Services Search Committee, Captain John Smith Library, Christopher Newport College, 50 Shoe Lane, Newport News, VA 23606. An EOE, AA employer.

Assistant director for program development, Florida Center for Library Automation, a center newly formed to provide automated support services to the libraries of the 9 institutions in the state university system and to plan for making those services available to other Florida libraries. The services are based on the NOTIS software. Responsibilities: work with participating libraries to coordinate services to the libraries, staff training, and documentation development. Assist with system implementation and identification and specification of new service requirements and facilities. This newly established position will report to the director of the Florida Center for Library Automation. Qualifications: ALA-accredited MLS and at least 5 yrs.' professional experience required; background in automated library systems required; demonstrated administrative and supervisory skills; excellent communication skills. Experience with user training programs and development of support documentation desirable. Must be willing to travel. Salary: \$30,000 — \$40,000 dependent upon qualifications. Send letter of application with resume and names and addresses of 5 professional references by April 10 to: Jim Corey, Florida Center for Library Automation, 215 Library West, University of Florida, Gainesville, FL 32611. Affirmative-action, equal-opportunity employer.

Assistant law librarian for technical services and automation. Requirements: MLS from ALA-accredited library-school and comprehensive knowledge of technical services operations, with particular emphasis on automated applications. Position requires working knowledge and experience with AACR2, LC cataloging tools and practices, and OCLC or other bibliographic utility. Some original cataloging required. Duties: responsible for planning and supervising technical processing activities, including the planning, design, and implementation of automated systems (in-house and/or turnkey), and for serving as the library's liaison with college administration and faculty on related matters. The Law Library's collection of 200,000 volumes is supported and maintained by an annual budget in excess of \$300,000 and a staff of 14 (8 professionals). Available immediately. Salary: \$25,000 minimum. Send letter of application, resume, and names of 3 references by April 5 to: Trish Misaghi, Chair, Search Committee, College of Law Library, University of Arizona, Tucson, AZ 85721. The University of Arizona is an EEO, AA employer.

Assistant librarian for technical services (search reopened). Applications are being accepted for the position of assistant librarian for technical services at Floyd Junior College. FJC, a unit of the University System of Georgia, is located on a 226-acre campus in the Smoky Mountain foothills 80 miles northwest of Atlanta in a semi-rural setting. It enrolls about 1,200 commuting students in day and evening classes and offers both career (2-yr.) as well as transfer programs for students planning further education. The library is multimedia and serves as the central learning resource center for the campus. It employs a staff of 8 full-time persons, 3 of whom are professional librarians. Library functions are being computerized, and the library is active in educational television. The assistant librarian for technical services directly supervises 2 employees and is responsible for the processing of all library materials. Also helps at the reference-circulation desk a minimum of one night per week and on selected weekends. Helps with library orientations. Performs other duties as assigned. Applicants must have a master's degree in library science from a program accredited by ALA, knowledge of the LC classification system, LC subject headings, and AACR2. Good communications skills and an understanding of library administration principles are expected. Some familiarity with OCLC and other computer applications will be helpful. 40-hr. workweek, 12-mo. schedule, vacation/sick leave, group health/life insurance, nontenured faculty rank, and State Teachers'

Retirement System. Salary range: \$15,000 – \$17,000 depending on background. Applications will be accepted through May 1. The successful candidate will begin employment around mid-June. Send letter of application, vitae, transcripts, and 3 letters of reference to: Hubert H. Whitlow, Librarian, Floyd Junior College, POB 1864, Hwy. 27 5., Rome, GA 30163-1801. Floyd Junior College is an equal-opportunity, affirmative-action institution.

Associate dean of the library. Oakland University invites applications and nominations for the position of associate dean of the library. The position is now open. The university, which enrolls more than 11,000 students, is a state-assisted institution 25 miles north of Detroit. The university library has a collection of 1,090,000 items (bound volumes, government documents, and microforms) and a staff of 45 which includes 14 library faculty. Responsibilities: serves as the associate dean for the administration of day-to-day operations of the library, including reference, circulation, interlibrary loan, bibliographic instruction, computer search services, and technical services. Other responsibilities include management information activities, library automation, personnel, and building operations. Participates in planning and evaluating library poli-cies and procedures which support the universicies and procedures which support the university's academic objectives and programs. Reports to the dean of the library. Qualifications: graduate degree from an ALA-accredited library school and a 2nd master's degree or the equivalent. Professional accomplishments warranting appointment to tenured faculty rank required. Minimum of 7 yrs.' academic library experience, including library administrative experience. Demonstrated success in compunications and analytical oral and written communications and analytical oral and written communications and analytical and planning activities; understanding of organization, programs, and current issues and trends in academic libraries, including library automation; proven leadership ability with library faculty and staff and in the profession; evidence of continuous professional growth through scholarship and active participation in the profession. Salary: minimum \$35,000. Excellent fringe benefits include TIAA/CREF, full bealth coverage, dental plan life insurance. health coverage, dental plan, life insurance, annual paid leave of 22 days' vacation.

Deadline (postmark) for applications:

March 20. Send letter of application, resume, and 3 letters of recommendation addressing position qualifications to: Suzanne O. Frankie, Dean of the Library, Oakland University, Rochester, MI 48063. Oakland University is an affirmative-action, equal-opportunity employer.

Authorities librarian/cataloger (search reopened), Northwestern University Library. As head of the authorities unit, oversees operations and maintenance of the online union authority file which forms a part of Northwestern's automated system, NOTIS (Northwestern Online Total Integrated System). Supervises one paraprofessional plus student assistants. Oversees authority control, validation, input, and maintenance for the authority file; acts as trainer/liaison to participants in the union file and to other library staff; participates in the ongoing design and development of the authority control system and procedures. As a cataloger, generally not less than one-third, but not more than half-time, performs original and complicated copy cataloging of monographs using NOTIS, AACR2, DDC 19, and LCSH, for eventual inclusion in the RLIN database. May contribute headings to the LC Name Authority File via the Name Authority Cooperative (NACO). Qualifications: master's degree from an ALA-accredited institution. Minimum 2 yrs.' cataloging experience, preferably in a research library using an automated system, and including performance of authority work. Familiarity with the MARC bibliographic and authority formats. Working knowledge of one or more modern Western languages, preferably including German or a Romance language. Hiring range: \$19,000 – \$21,000. Applications received by March 27 will be

considered. Send letter of application and resume, including names of 3 references, and have library school credentials, including transcripts, forwarded to: Lance Query, Director of Library Research, Analysis, and Personnel, Northwestern University Library, Evanston, IL 60201. Northwestern University is an AA, EEO employer.

Automation/audiovisual librarian. East Central University is seeking a librarian to coordinate planning and implementation of automation projects and audiovisual operations. Some reference duty is required. The library searches BRS, DIALOG, DataTimes, The Source, and WilsonLine, uses various OCLC subsystems (ILL, acquisitions, cataloging, serials), and uses microcomputers in library applications. Retrospective conversion is complete and an automated circulation system and online catalog are among future plans. Required: MLS and strong interest in advanced technologies. Desirable: experience with an online catalog, online circulation and automated serials systems, computerized literature searching, microcomputers, or audiovisual operations. This is a 12-mo., faculty-status, tenure-track position, with 24 days' vacation and excellent benefits. Salary from \$20,000. Closing date: March 30. Send letter of application, resume, 3 letters of reference, and copies of transcripts to: Library Search Committee, Attn.: C. Coulter, East Central University, Linscheid Library, Ada, OK 74820.

Bibliographic instruction and collection development librarian. The University of Wisconsin – Superior invites applications and nominations for the position of bibliographic instruction and collection development librarian. For the service-oriented librarian who likes a small university environment, this position offers unique opportunities and a wide range of responsibilities for the planning, develop-ment, and delivery of an active bibliographic instruction program, and in collection development. The primary responsibility of the position will be bibliographic instruction and the librarian who holds the position will be expected to assess needs, prepare plans, develop services, and implement a comprehensive program of bibliographic instruction and library use. As collection development librarian, this librarian would assist the director in the supervision of the acquisitions and de-acquisitions activities of the library. This includes coordination of book purchasing and weeding activities, liaison with faculty, and planning and coordination of the acquisition and use of nonprint resources including hardware. This librarian also teaches in the library science program (an undergraduate minor), provides reference service at a central minor), provides reterence service at a central desk as assigned, including one night per week, and on weekends (in rotation). The librarian who holds the position will have faculty rank and be on a tenure track. This person will be expected to participate in teaching, research, and service as a full member of the university faculty. The position requires a master's degree in library science from an ALA-accredited institution, experience in or familiarity with, bibliographic instruction in, or familiarity with, bibliographic instruction programs, and good communication and hu-man relations skills. Knowledge of media and technology uses for instruction and biblio-graphic instruction is required. A 2nd master's degree is desirable as is a knowledge of degree is desirable as is a knowledge of library automation, particularly microcomputer-based applications. A librarian with a humanities background, preferably in English, with strong writing skills, is preferred. The position is available on July 1. The salary is \$18,000 minimum for a 12-mo. appointment. Attractive fringe benefit package available. The deadline for applications is April 15. Letters of application should include a resume Letters of application should include a resume and a list of 3 references. Send letters of and a list of 3 reterences. Send letters of application or nomination to: Bob Carmack, Director, Hill Library, University of Wisconsin—Superior, Superior, WI 54880. The University of Wisconsin—Superior, located on the shores of Lake Superior near the beautiful North Woods country, is an equal-employment-opportunity, affirmative-action employer.

Cancer information specialist/reference librarian, Biomedical Library. Primary duties include providing information services to Cancer Center members involved in clinical practice, research, and education in oncology; online search services; reference desk services; and possible advising on microcomputer usage for departmental information management. Qualifications include strong communication and interpersonal skills; strong familiarity with information resources in the health and life sciences; and ability to analyze. Experience with NLM databases and search software is required; experience with DIALOG and BRS is required; experience with DIALOG and BRS is required; experience with DIALOG and BRS is required; experience with a complete statement of qualifications, a resume, and names of 3 references to: Rita A. Scherrei, Director of Administrative Systems and Personnel Services, University Research Library, UCLA, 405 Hilgard Ave., Los Angeles, CA 90024. For more information call 213-825-1201.

Catalog librarian. Christopher Newport College, a 4-yr., degree-granting state institution of 4,000 students located in the Tidewater area of Virginia, near the Chesapeake Bay, invites applications for the position of catalog librarian. The catalog librarian will be responsible for cataloging and classifying library materials with LC classification and subject headings, cataloging nonbook materials, revising cataloging and catalog cards, recommending the development of catalogs and cataloging processes, and for classification revisions and changes. This position will also include some public service responsibilities. An ALA-accredited MLS degree required. Familiarity with bibliographic utility—preferably OCLC—and knowledge of LC classification and subject headings required. Prior experience either as professional cataloging librarian or paraprofessional is desirable. Salary from \$15,500 to \$17,000, dependent on qualifications, for 12-mo. contract with faculty rank. Excellent fringe benefits. Send letter of application, resume, names of 3 references by March 29 to: Jenni Lou S. Grotevant, Chairperson, Cataloging Librarian Search Committee, Captain John Smith Library, Christopher Newport College, 50 Shoe Lane, Newport News, VA 23606. An EOE, AA employer.

Catalog librarian, head of copy cataloging section. Responsible for supervision of all activities relating to copy cataloging, including overall coordination of processing of monographs and serials in all formats through the OCLC system. A graduate degree from an ALA-accredited program; working knowledge of at least one foreign language; at least 2 yrs.' cataloging experience in an academic library; plus some supervisory experience. Serials experience highly desirable. Salary—\$20,000 minimum. Apply by April 15. Desired starting date—available immediately. Send resumes to: Peggy Weissert-Rengel, Library Personnel Officer, 221 Memorial Library, University of Notre Dame, Notre Dame, IN 46556.

Cataloger of architectural drawings, Avery Architectural and Fine Arts Library Videodisk Project. This position provides original cataloging for architectural drawings; trains 3 support staff in cataloging architectural drawings and provides them with professional assistance and general supervision; assists in coordinating implementation of the visual arts format with RLIN and the technical services units of the Columbia University Libraries; writes, revises, and updates manuals and documentation as necessary; works with the staff involved in physical preparation and photography of the drawings to coordinate and maintain workflow; assists in communicating the goals and achievements of the videodisk project to the library public and the scholarly community; and performs related administrative duties. In addition to an MLS from an accredited library school,

requirements are a thorough knowledge of AACR2 and LC's MARC format as demonstrated by a minimum of 2 yrs.' cataloging experience with each, and proven ability to coordinate workflow and to train and supervise staff. Preference will be given to candidates with background in architecture or architectural history and reading knowledge of 2 modern Western European languages. This position is temporary, for 3 yrs. Excellent benefits, including free tuition and assistance with university housing. Salary ranges are: Librarian 1, \$19,000 – \$24,700; Librarian II, \$21,000 – \$27,300. Deadline for applications is March 29. Submit resume, listing 3 references and salary requirements, to: Box 35, Butler Library, Columbia University Libraries, 535 W. 114th St., New York, NY 10027. An affirmative-action, equal-opportunity employer.

Circulation/interlibrary loan librarian. Responsible for operation of the circulation area and coordination of ILL function. Supervise 2 technicians. Act as liaison to an academic department with some reference work. Requirements include ALA-accredited MLS, experience in circulation area, and knowledge of OCLC ILL subsystem. Available immediately. Salary \$16,411. No state or local taxes. Send application letter, resume, and 3 references with phone numbers by March 29 to: Embry-Riddle Aeronautical University, Personnel Office, Regional Airport, Daytona Beach, FL 32014. AA, EOE.

Collection development/information services librarian: faculty, tenure-track position. Reports to coordinator of technical services. Supervises 2 acquisitions technicians. Responsible for acquisition of books/journals. Participates in general reference, online searching, and bibliographic instruction. Required: MLS degree from ALA-accredited library school; MLA certification within 3 yrs. of employment. Desired: academic background in biological/health sciences, coursework and/or experience in health science librarianship. Rank and salary dependent on education and experience. Salary range \$16,000 – \$19,000. University of South Alabama Libraries is a member of SOLINET/OCLC and operates NOTIS, an integrated library system with online acquisition, cataloging, and circulation. Benefits include 20 days' vacation, university-subsidized insurance, state retirement, TIAA/CREF option. Applications will be reviewed beginning Feb. 28; position will remain open until filled. Submit resume and names of 3 references to: Mary Giles Peresich, Chair, Biomedical Library, Search Committee, University of South Alabama, Biomedical Library, Mobile, AL 36688. An EEO, AA employer.

Coordinator for circulation and interlibrary services, Public Services, Rutgers University Libraries. Available: immediately. Major responsibility for developing policy and procedure recommendations for circulation services. Responsible for administering interlibrary loan services (inter- and intralibrary loan, New Jersey reference, etc.) with attendant budget and personnel responsibility. Involved in developing new public service programs and special projects. Responsible for 2 offices engaged in handling all interlibrary loan transactions and for providing reference services to New Jersey users. Assisting in general public services coordination including supervision of a central shipping and receiving service and the Rutgers University Libraries annex. In charge of copy center functions in the absence of the assistant university librarian for public services. MLS from an accredited library school required. Significant public service experience in an academic, research, or special library. Experience with online systems and interlibrary loan highly desirable. Supervisory experience desirable. \$24,192 minimum. Faculty status, calendar-yr. appointment, TIAA/CREF, life/health insurance, 22 days' vacation. Submit resume and 3 sources for current reference by April 1, 1985 to: Shirley W. Bolles (APP 91),

Alexander Library, Rutgers University, New Brunswick, NJ 08903. An equal-opportunity, affirmative-action employer.

Coordinator for serials records, Duke University. Available immediately. Under direction of department head, bears general responsibility for the efficient and effective functioning of serials records section and for enhancement of a constructive and mutually beneficial relationship between this section and the public service units of the library in regard to ordering, payment, and receipt of serial materials. Requires: ALA-accredited MLS and knowledge of a foreign language; knowledge of principles of AACR2, especially for serial materials; experience using OCLC or another bibliographic utility; experience in acquisitions and successful wxperience in training and supervising library staff; demonstrated ability to work productively with library staff at all levels and to represent the library to vendors, publishers, and faculty; evidence of organizational skills; strong oral and written communication skills; demonstrated ability to solve complex bibliographical problems; strong public service orientation. Desirable: experience in automation planning and implementation. Benefits: academic ranks, TIAA/CREF and other retirement options, excellent health care programs, assistance with relocating costs. Salary ranges: \$18,400 – \$25,800 if appointed to Senior Assistant rank; \$20,600 – \$30,900 if appointed to Associate rank. Send letter of application, resume, and names, addresses, and telephone numbers of 3 references by April 10 to: Ann F. Stone, Personnel Librarian, Duke University Library, Durham, NC 27706. Equal-opportunity, affirmative-action employer.

Coordinator, monographic and AV cataloging unit. Supervises and coordinates all cataloging operations and personnel, including maintenance of CLSI database, authority files, filing, and physical processing. Requirements: ALA-accredited degree required; 3 yrs.' cataloging experience using OCLC in an academic library desired; knowledge of AACR2, LC class. and subj. headings, and ALA filing rules preferred; reading knowledge of one or more foreign languages preferred; music coursework or degree helpful but not required; demonstrated ability to supervise, communicate with, and work with various levels of personnel desired. Salary and faculty rank commensurate with qualifications and experience. Salary range: \$17,000 - \$23,000. Winthrop College is a 5,000-student, state-supported, coeducation institution with both undergraduate- and graduate-degree programs. It is located in Rock Hill, S.C., the geographic center of the Carolinas. Charlotte, N.C., is a 20-minute drive and the mountains and beaches are only 3-hr. drives. Position will be filled as soon as qualified applicant is found. Submit vita plus names, addresses, and telephone numbers of 3 professional references to: Shirley M. Tarlton, Dean of Library Services, Dept. A, Dacus Library, Winthrop College, Rock Hill, SC. 29733.

Curator: Contemporary Culture Collection. Responsible for recommending and implementing policy on acquisitions, preservation, organization, promotion, and reference and research use of the collection; represents the university, library, and collection to the academic community, the general community, and local, regional, and national professional societies; assists in achieving the objectives set for the special collections department and those of the library as established by the director of libraries; directs the work of the collection staff to achieve these responsibilities and objectives. May perform public service duties outside the special collections dept. Requirements: MLS from an ALA-accredited library school. Familiarity with alternative and small presses and their publications and library experience—preferably in an academic library—is required. Must be able to work with all levels of patron requests and must work effectively with other library departments to achieve overall library goals. Salary: \$16,000 minimum at L-1;

### Director of the Library North Central College

North Central College seeks applications for the position of director of the library. Affiliated with the United Methodist Church and located in the western suburbs of Chicago, the college is a private liberal arts institution granting BA and BS degrees and with an enrollment of 1,700 undergraduates. It is currently developing several master's programs. The library is undergoing a \$1 million physical renovation. It has OCLC and LCS automated circulation.

RESPONSIBILITIES: the director reports to the vice president for academic affairs and is responsible for supervising the professional and clerical staff and administering the budget. The director will also be expected to assume temporary duties in one of the library services of his or her choice.

QUALIFICATIONS: these include an ALA-MLS degree and, preferably, another academic degree in a field taught at the college; several yrs.' academic library experience and management; familiarization with library computer systems; imagination, enthusiasm, and the ability to articulate and promote active use of the library; leadership qualities to guide the growth of the library to serve the needs of future graduate programs.

SALARY: commensurate with qualifications and experience. Range: \$25,000 - \$35,000.

APPLICATION PROCESS: position available July 1. Application, resume, and 3 letters of recommendation should be submitted no later than March 31 to:

B. Pierre Lebeau
Librarian Search Committee
North Central College
Naperville, IL 60566

North Central College is an equal-opportunity employer.

\$18,000 minimum at L-2. Benefits include TIAA/CREF; 8 weeks' annual leave; medical, dental, and life insurance; tuition remission. Temple University is an urban university serving a student body of over 30,000. The library's collections and services reflect the diverse student body including many nontraditional students. Holdings are in excess of 1.5 million volumes; special collections stress the library and university commitment to Philadelphia and the Delaware Valley. Send resume and names of 3 references by April 15 to: George H. Libbey, Library Personnel Officer, Samuel Paley Library 017-00, Temple University, Philadelphia, PA 19122. AA, EEO employer.

Director, library processing center for university and four-year campuses, University of South Carolina. The University of South Carolina's Division of University Campuses and Continuing Education seeks an individual to direct its centralized library processing center which is responsible for providing services to the libraries of the 8 system campuses (combined holdings 572,519) of the 9-campus university system. Located in Columbia, but separate from the Columbia campus library, this center, which employs 2 professionals (besides the director) and 6 staff members, provides the following services to these campuses: acquisitions, cataloging (using OCLC/SOLINET), technical processing, accounting, and interlibrary loan/reference. In addition, the center is currently involved in retrospective conversion of monographs leading to an online automated library system; implementing an electronic mail system for interlibrary loan; and exploring serials retrospective conversion. Qualifications required: a minimum of 5 yrs.' increasingly responsible professional managerial experience including supervisory responsibilities and budgetary preparation and maintenance; ALA-accredited master's degree (an official transcript of graduate degree coursework should be submitted by the granting institution); experience in technical services required with experience in technical services required; strong oral and written communication skills; strong interpersonal skills; OCLC experience required; experience with automated library system desired; experience working in a multicampus system desired. This is a 12-mo., tenure-track position with faculty status and rank. Salary: upper \$20s. Letter of application, resume, official transcript, and 3 letters of recommendation (submitted directly by reference to search chair) must

be submitted by March 29 to: David B. Hunter, Chair, LPC Director Search Committee, 915 Gregg St., University of South Carolina, Columbia, SC 2928. The University of South Carolina is an affirmative-action, equal-opportunity employer.

Director of Kelly Library. Emory & Henry College seeks a director who will administer the Frederick T. Kelly Library (with 130,000 volumes, 800 periodical subscriptions, a full-time staff of 9, and a media resources center), oversee collection development, prepare annual budgets, and participate with the college administration in enhancing the library's involvement in the educational program. Founded in 1836, Emory & Henry is a liberal arts college with 775 students, affiliated with the United Methodist Church, and located in the southwest Virginia highlands. Qualifications: MLS from an ALA-accredited institution, work or study experience in a liberal arts college, commitment to staff development, experience in budget preparations and financial management required; administrative experience in an academic library, an additional master's degree in a traditional academic subject, and interest in OCLC, online information services, and on-campus integrated computer systems preferred. Salary: \$26,000 minimum, with excellent fringe benefits, appointment effective Aug. 15. Send letter of application, resume, official graduate school transcripts, and 3 letters of reference by March 31 to: Stephen Fisher, Chair, Search Committee, Emory & Henry is an affirmative-action, equal-opportunity employer.

Director of the library. Muskingum College seeks a director for its library. The director of the library, who is a faculty member, reports to the vice president for academic affairs, manages a collection of over 225,000 bound volumes and substantial holdings in microform, is responsible for management of the college media center, supervises the library staff of 5.5, and will be expected to provide leadership in such matters as planning for library expansion and automation. ALA-accredited MLS degree (2nd master's degree and/or a doctorate desirable); several yrs.' experience in librarianship with an emphasis on public service programs; and ability to work effectively with faculty, administration, and students. 12-mo., tenure-track contract with one mo.'s vacation. Attractive benefits package. Rank

(Assistant or Associate) and salary (\$22,000—\$30,000) based on experience and credentials. Starting date July 1. Send letter, vita, and 3 current letters of reference by March 15 to: Daniel E. Van Tassel, Vice President for Academic Affairs, Muskingum College, New Concord, OH 43762. AA, EOE.

Director of university library. Currently open. Duties: the director reports to the vice chancellor for academic affairs and manages all operations of the library at the University of Michigan — Dearborn. As the head of a branch campus library, the director plans and evaluates programs; administers a budget of \$760,000; develops policies; supervises and assigns positions to 12 staff and 6 professionals; represents the library to the public and other professionals; and maintains professional contact with faculty, deans, and other administrators. Some book selection and reference desk responsibilities also are involved. Will implement and monitor affirmative-action policies. Required qualifications: an MLS from an accredited school is essential as is administrative experience in an academic library; general managerial experience; proven budget management skills; demonstrated interpersonal and communication skills; and a professional commitment to librarianship. Desirable qualifications: special consideration will be given candidates with knowledge of library automation, especially GEAC, with a willingness to work a flexible schedule; with an interest in and knowledge of fundraising activities; and with a liberal arts background. Application deadline: April 10. Starting salary range \$30,000 — \$40,000. Include: transcripts, resume, and 3 letters of reference. Apply to: Richard W. Morshead, Chair, Campus Library Search Committee, The Office of Academic Affairs, The University of Michigan — Dearborn, 4901 Evergreen Rd., Dearborn, MI 48128. The University of Michigan — Dearborn is an equal-opportunity, affirmative-action employer.

Education librarian. Assists users directly at a central reference desk, takes part in the library-use-instruction and collection development programs, provides computer searches, and serves as liaison with the faculty of the College of Education. The successful candidate will be service-oriented, able to work effectively with both students and faculty, and committed to promoting library services and collections to the academic community. ALA-accredited MLS required. An additional graduate degree in education is desired and is expected for tenure. Starting salary \$18,500 – \$22,000 for 12-mo. appointment, depending on experience and qualifications. Successful candidate will be eligible for tenure review. TIAA/CREF, Blue Cross – Blue Shield or HMO. Finalists will be invited for an expense-paid interview. Wichita State University is an urban institution with an enrollment of 17,000. Librarians at WSU enjoy faculty rank, privileges, and responsibilities. Letter of application, resume, and names of 3 references must be received by March 15. Mail to: Stephen K. Stoan, Head of Reference, Box 68, Wichita State University, Wichita, KS 67208. Wichita State University is an affirmative-action, equal-opportunity employer.

Full-time librarian: 12-mo. position. Responsibilities include reference, acquisition, cataloging, and library-skills instruction. Community and institutional services are expected. 22,000-volume collection. MLS required. Salary range: \$17,000 - \$17,945. Send letter of application, resume, transcript, and 3 professional references by March 15 to: Charlotte J. Lee, Associate Director for Academic Affairs, Madisonville Community College, University Dr., Madisonville, KY 42431. Madisonville Community College is an equal-opportunity, affirmative-action employer.

Government documents librarian/serials cataloger, (search reopened). Responsibilities equally split between 2 roles. Coordinates the

overall operation of the GPO depository collection. As a member of the reference department, the government documents librarian participates in general reference service with rotating evening and weekend schedule. As a member of the technical services department, the serials cataloger performs original and copy cataloging of serials in all subjects and languages. Qualifications: MLS and professional experience with federal documents and serials cataloging. Knowledge of foreign languages desirable. Salary from \$17,500 dependent upon qualifications. Send resume and names of 3 references by April 15 to: Phyllis Cutler, College Librarian, Williams College, Williamstown, MA 01267. An EO, AA employer.

Head librarian. The Harrye B. Lyons Design Library, North Carolina State University, Raleigh. Librarian required to administer special library serving the School of Design at N.C. State University. Duties include selection and organization of materials, reference service, orientation and instruction, and supervision of 3 staff members and student assistants. Librarian is a member of the D. H. Hill Library staff and reports to the director of libraries. The position will be available June 30. Qualifications: applicant must have an MLS degree. An undergraduate degree or strong background in architecture, art, art history, or urban studies is highly desirable. A minimum of 2 yrs. experience in a special library or service-oriented academic library or reference department is required. Knowledge of German and/or French is helpful. Benefitis: academic status, 24 working days' vacation, 12 days' annual sick leave, group insurance and hospitalization programs, state retirement program. Salary: \$25,000 minimum depending on educational background and experience. Applications must be received by May 1 in order to receive consideration. Apply with resume and names of 3 references to: D. H. Hill Library, North Carolina State University, Box 7111, Raleigh, NC 27650-7111; Attn.: William C. Lowe, Search Committee Chair. North Carolina State University is an equal-opportunity, affirmative-action employer.

Head of library instruction. Faculty, tenure-track, academic-yr. position available in the university library at the University of Wisconsin — Stevens Point to plan, implement, coordinate, and evaluate a comprehensive instructional program. Responsibilities include: assessing undergraduate/graduate/faculty needs, working with and advising faculty and students in instructional matters, and assisting in reference. Requirements include: good communication, teaching, and administrative skills, an ALA-accredited master's degree, successful bibliographic instruction experience, and an energetic commitment to instruction. A 2nd master's or PhD and knowledge of online systems preferred. Salary: \$14,000 minimum. Actual salary dependent on qualifications and experience. Resumes will be considered beginning April 1. Submit resume and a short statement of your philosophy of library instruction to: Chair, Library Instruction Search and Screen Committee, Learning Resources Center, University of Wisconsin — Stevens Point, Stevens Point, WI 54481. The University of Wisconsin — Stevens Point is an affirmative-action, equal-opportunity employer.

Head, Physical Sciences and Technology Libraries, University of California, Los Angeles. Under the general direction of the associate university librarian for research and instructional services, the head of PSTL has administrative responsibility for coordinating the operations, long-range planning, and direction of 4 libraries—Engineering and Math Sciences, Chemistry, Physics, and Geology—a technical processing unit, and an interlibrary loan operation, including: policies, programs; user and technical service, including online support system applications and bibliographic instruction; collection management and control; personnel management, including recruitment, selection, training, staff development, supervi-

sion, and evaluation; funding; expenditure control; space utilization; statistical, evaluative, planning and other reports; and the promotion of good relations with faculty, students, and the public. The head establishes priorities and

objectives for PSTL based on consultation with the library and section heads regarding needs and available resources. The head consults with staff, library administrative officers, library committees, and faculty of the schools and

### CAL STATE FULLERTON 3 Openings

- 1) REFERENCE COORDINATOR. Responsibilities: coordinates activities of reference, consisting of 11.5 FTE librarians and 3.5 FTE paraprofessional staff. Current operations include public assistance from central reference desk, comprehensive bibliographic instruction program, and computerized literature searching services. In addition to coordinating above operations, plans and develops future reference activities. Requirements: MLS from ALA-accredited institution or equivalent and a 2nd advanced degree. Minimum of 5 yrs.' increasingly responsible academic library experience, including minimum of 3 yrs.' reference experience. Effective interpersonal and communication skills. Desirable qualifications: experience in administration of reference services. Subject expertise in the fields of business or science. Salary: minimum \$30,000.
- 2) COMPUTERIZED REFERENCE SERVICES/ACCESS SERVICES COORDINATOR. Responsibilities: 1) Half-time—coordinates activities of computerized information retrieval services (CIRS) within the reference section. Oversees in-house database training of approximately librarians; fiscal accounting of CIRS expenditures; preparation of reports and statistical summaries. CIRS involves both online and offline searches (totaling approximately 800 single or multiple database searches per year), including ready-reference assistance. Directly performs searches in areas of personal subject expertise and works regular hrs. at the reference desk. 2) Halftime-coordinates access services consisting of circulation, interlibrary loan, and reserve book room, and including staff of 6.5 FTE paraprofessionals and a large number of student assistants. Maintains working knowledge of library's automated systems and anticipates new computerized applications. Requirements: MLS from ALA-accredited institution or equivalent and a 2nd advanced degree. Minimum of 3 yrs.' increasingly responsible academic library experience, including minimum of 2 yrs.' experience in computerized reference searching. Demonstrated understanding of computer applications in circulation and interlibrary loan operations. Effective interpersonal and communication skills. Desirable qualifications: experience in administering computerized reference, circulation, or interlibrary loan activities. Subject expertise in the fields of business, science, and/or technology. Salary: minimum \$25,000.
- 3) CHICANO RESOURCE CENTER/REFERENCE LIBRARIAN. Responsibilities: 1) Half-time—develops and maintains Chicano Resource Center (CRC) by serving as subject bibliographer and acting as liaison with faculty from appropriate academic departments/programs. Provides public assistance in use of CRC-related materials and prepares guides to their contents. 2) Half-time—serves as reference subject specialist with responsibility in the field of business or science (dependent upon academic background). Provides assistance to users which may include reference desk work, bibliographic instruction, and computerized literature searching. Requirements: MLS from an ALA-accredited institution or equivalent and a 2nd advanced degree. Minimum of 3 yrs.' increasingly responsible academic reference experience. Bilingual in Spanish and English. Knowledge and understanding of the Chicano experience. Substantial coursework and/or experience in one or more fields of business or science. Effective interpersonal and communication skills. Salary: minimum \$25,000.

BENEFITS: level of appointment dependent upon qualifications and experience. Tenure-track positions. Optional 10/12-mo. work year. 24 working days' paid vacation per year; one day per mo. sick leave accumulative; 14 paid holidays; eligibility for sabbatical leave; group medical and dental insurance; standard retirement benefits under the state retirement system; and optional TSAs.

THE UNIVERSITY & THE LIBRARY: California State University, Fullerton, is one of the larger of 19 campuses which comprise the California State University. It is located approximately a 35-minute drive from central Los Angeles. The university offers baccalaureate degrees in 42 fields of knowledge, credential programs for teachers, and graduate (master's-level) work in 37 programs. The library serves 3,000 faculty and staff as well as 23,000 students enrolled in these programs.

The library contains a collection of 2 million items in a variety of formats (600,000 bks., 4,000 currently received periodicals, 300,000 documents, 800,000 microforms) and adds 25,000 bks. per year.

Professional librarians meet standards parallel to the instructional faculty for the granting of tenure and are expected to maintain active professional involvements. The staff includes 28 librarians and 55 paraprofessionals, plus student assistants. The CSU has been under collective bargaining agreements since 1982.

APPLICATION: deadline for applications is April 15, or until such time as the position is filled. Please address resume including the names and addresses of 3 references and/or requests for further information to:

Barbara Davis
Chair, Public Services Recruitment Committee
Library
California State University, Fullerton
POB 4150
Fullerton, CA 92634

CSUF is an affirmative-action, equal-opportunity employer.

All personnel policies conform with the requirements of Executive Order 11246,
Title IX of the Higher Education Amendment of 1972, and other
federal regulations regarding nondiscrimination.

departments served, as appropriate. The head of PSTL participates in the general planning and problem-solving activities of the UCLA Libraries, and the university-wide library system, as appropriate. Evidence must show that candidates have demonstrated competence in administration in a complex organizational environment, particularly: competence in planning, setting objectives and priorities, communicating, mobilizing individuals to group action, and organizing for effective action; capability of working with various academic, library, and public groups and individuals; understanding of the mission of higher education and faculty/student information needs in the sciences; familiarity with research trends in the physical sciences and technology; complete understanding of academic library services to the sciences and relate goals and programs to the fields served. Salary range is \$25,692 — \$43,464. The application letter should include a complete statement of qualifications, a full resume of education and relevant experience, and the names of at least 3 persons who are knowledgeable about the applicant's qualifications for the position. This position will remain

open until filled; candidates replying by May 15 will be given first consideration.

Anyone wishing to be considered for this position should write to: Rita A. Scherrei, Director, Administrative Systems and Personnel Services, University Research Library, UCLA, 405 Hilgard Ave., Los Angeles, CA 90024.

Head reference librarian, University of Nevada/Las Vegas. Responsibilities: plans, implements, and evaluates reference services; supervises 4 librarians and 3 classified employees; supervises online searching; selects reference materials; coordinates reference staff training; establishes and administers departmental policies; participates in reference desk duty, including evenings and weekends; and serves on the Library Administrative Council. Qualifications: ALA-accredited MLS; 3 yrs. progressively responsible professional academic library experience; demonstrated supervisory, planning, and communication skills; knowledge of reference sources and online searching; ability to relate harmoniously with clients and staff; and a commitment to responsive and innovative

services. 2nd master's desirable. Salary: \$23,500 - \$28,500, depending on experience. Librarians have 12-mo., tenure-track appointments with 20-24 days' vacation. Send letter of application, resume, names, phone numbers, and addresses of 3 references by April 15 to: Mary Dale Deacon, Director of Libraries, University of Nevada/Las Vegas, NV 89514. UNLV is an AA, EEO institution.

Head, resource development division. DU-TIES: plans, administers, evaluates, and co-ordinates collection development activities and personnel. Initiates, develops, supervises, and manages collection development activities, including selection of materials, approval plans, gifts and exchanges, serial and monographic searching, preservation activities, selected grants and special projects, and collection analysis. Allocates and monitors use of \$2.6 million materials budget. Develops strong program of cooperation with academic departmental library expectations. mental library representatives. Fulfills a major mental library representatives. Fulfills a major subject selection assignment (currently science and technology). Supervises 2.5 FTE professional librarians and 10 support staff. Establishes policies and procedures for the division within framework of library goals and objectives. Maintains awareness of regional and national trends and activities in collection development and management. Provides guidance for division personnel in professional national trends and activities in collection development and management. Provides guidance for division personnel in professional growth and career development. Participates in decision making with other collection development (technical service) division heads. Reports to assistant director for collection development (technical services). QUALIFICATIONS: ALA-MLS. Minimum 6 yrs.' professional (post-MLS) experience, preferably in collection development activities in academic library. Supervisory experience required. Knowledge of library automation, as indicated by experience with an automated library system; prefer familiarity with OCLC. Working knowledge of foreign-language materials. Ability to communicate clearly and effectively, both orally and in writing. Demonstrated ability to work effectively with faculty, staff, and students. SALA-RY: minimum \$22,000; negotiable. OPEN: position available no later than Sept. 1. BENEFITS: up to \$85/mo. paid on health, life, and disability insurance package; 87.3 percent of Social Security paid for first \$16,500 of salary; choice of retirement plans including TIAA/CREF; tax-deferred annuity program available; no state or local income taxes; 10.5-mo. appointment; faculty rank; 14 state holidays. CLOSING DATE: to ensure full consideration, applications should be received by April 1. Applicants should submit a letter of application, complete resume, and names and telephone numbers of 3 professionletter of application, complete resume, and names and telephone numbers of 3 professional references. For additional information and to apply, contact: Susan S. Lytle, Head, Personnel Operations, Evans Library, Texas A&M University, College Station, TX 77843; 409-845-8111. An EEO, AA employer.

Head of technical services, law library. Administers all phases of the law library's technical service operations, including acquisitions, cataloging, serials card production, filing, binding, and end processing; assists the law librarian in preparing the budget, compiling technical services statistics, and coordinating technical services priorities with teaching and program needs of the Law School; catalogs and classifies library materials, particularly problem items; and coordinates technical services operations with those of public services, documents, and audiovisual departments. Qualifications: MLS from an ALA-accredited school, demonstrated managerial ability, a minimum of 2 – 3 yrs.' experience in academic library technical services, and a working knowledge of either OCLC or RLIN are required. A graduate degree in an area relevant to law librarianship, experience in a law library, and experience with implementation of an automated library system are preferred. Salary: \$24,000+, depending upon qualifications. Faculty status at the rank of Senior Assistant Librarian/Associate Librarian. Send

### Loyola University of Chicago

Loyola University of Chicago is expanding its library collection, staff, and services. At present the library system includes over 850,000 volumes on 3 campuses in Chicago and one in Rome, Italy. It supports the research and teaching of 776 full-time faculty and over 16,000 students. The library is seeking candidates for the following positions:

#### 1) Associate Director of Libraries (New Position)

Assists in planning, implementing, and evaluating all library services, in cooperation with the director of libraries. Direct supervision of the Cudahy Library at Lake Shore Campus, with a staff of 15 librarians, 27 support staff, and 50 student assistants. Will provide leadership in collection development, enhancement of public services, and automation. Extensive contacts with faculty and students; service on university committees. Reports to the director of libraries. QUALIFICATIONS: accredited MLS with additional graduate degree highly desirable. At least 5 yrs.' administrative experience in an academic library preferably in both public and technical services. Background in collection development, planning, and budget control. SALARY: \$30,000 – \$35,000, depending on qualifications. APPLICATION DEADLINE: April 30; position available July 1.

### 2) Head of Circulation (Search Reopened)

Management of circulation functions and interlibrary loan at Cudahy Library. Responsible for coordinating circulation and access policies in a multicampus environment. Also serves as a departmental liaison for collection development and assists in planning library information services. Active participation on Library Automation and Space Planning committees. Supervises staff of 10 FTE and 35 student assistants. QUALIFICATIONS: accredited MLS with at least 2 yrs.' supervisory experience. Familiarity with automated library systems and collection management experience desirable. SALARY: from \$18,000, depending on qualifications. APPLICATION DEADLINE: applications will be accepted until the position is filled.

### 3) Medical Reference/Information Service Librarian (New Position)

General reference service, computerized searching, instruction, and special projects at the Medical Center Library. Reports to coordinator of bibliographic services. QUALIFICATIONS: accredited MLS, MLA certification, relevant reference experience including experience in searching BRS, NLM, DIALOG, and OCLC in a biomedical setting. Microcomputer experience desirable. Excellent written and oral communication skills. SALARY: from \$17,000, depending on qualifications. APPLICATION DEADLINE: applications will be accepted until the position is filled.

#### 4) Monographic Cataloger (New Position)

To handle original and non-LC copy cataloging with special responsibility for rare books, mainly in the fields of theology, history, and classics. This position is funded for a 3-yr. special project. QUALIFICATIONS: accredited MLS, 1-2 yrs.' experience with AACR2 cataloging, knowledge of Latin, appropriate subject background is highly desirable. SALARY: from \$18,000, depending on qualifications. APPLICATION DEADLINE: April 15.

### 5) Retrospective Conversion/Catalog Maintenance Librarian (New Position)

To supervise 2.5 FTE catalog maintenance staff and 1.5 FTE retro staff working on preparations for an online catalog. Active participation in library automation planning and implementation. 
©UALIFICATIONS: accredited MLS, 2 yrs.' experience with AACR2, authority control, LC classification, and OCLC. Appropriate supervisory experience. Familiarity with commercial technical services vendors and automation is desirable. SALARY: from \$18,000, depending on qualifications. APPLICATION DEADLINE: April 15.

Qualified applicants should send a letter, resume, and names of 3 references to: Mary J. Cronin, Director of Libraries, Loyola University of Chicago, 6525 N. Sheridan Rd., Chicago, IL 60626.

Loyola University of Chicago is an equal-opportunity, affirmative-action employer.

letter of application and resume including the names of at least 3 references to: M. E. State, Assistant to the Director for Personnel, University Libraries, SUNY/Buffalo, 432 Capen Hall, Buffalo, NY 14260. An EO, AA, and Title IX employer.

Head of technical services (Librarian III). Land-grant institution serving over 9,000 students and member of Tri-College University (North Dakota State University, Moorhead State University, Concordia College) and Minnesota State University system's online catalog. Position is responsible for the administration of all technical services operations (5 professionals and 14 support staff). Reports to the director and assists in librarywide planning and policy formation. Qualifications include technical service experience in an academic library, MLS degree from an ALA-accredited program, and successful experience in supervision and with automated library systems. Needs to relate with sensitivity to staff at all levels and be responsive to needs and concerns of other library units. Desirable qualifications include work in more than one technical services area and experience with OCLC, AACR2, and LC classification. Salary and benefits: \$22,500 + d.o.e.; TIAA/CREF; Blue Cross — Blue Shield. Application deadline: April 15 or thereatter until filled. Submit letter of application, current resume, and names and addresses of 3 references to: Personnel Office, North Dakota State University, Fargo, ND 58105.

History and social sciences bibliographer—Northwestern University Library. THE LIBRARY: Northwestern University Library has a collection of about 2.3 million volumes (excluding the Dental, Medical, and Law Libraries). The collections are highly centralized in 2 major buildings. The library has a sophisticated online database (NOTIS) for both technical processes and patron access. The selection of library material is managed by several subject specialists working throughout the library. PO-SITION SUMMARY: the history and social sciences bibliographer selects material to support instruction and research in history, economics, geography, and psychology. Responsibilities may also include selection in other social sciences (and/or arrangement and description of archival holdings), depending on the qualifications and interests of the person appointed. The bibliographer cultivates strong working relations with the academic departments he or she serves and works in close cooperation with other selectors, with the conservation officer, and with the reference, acquisitions, serials, and catalog departments. Specialized bibliographic instruction or other teaching is another major responsibility. The bibliographer is responsible for collection evaluation and weeding in his or her areas of selection and for acquisition-fund management (\$170,000 in 1984 – 85). QUALIFICATIONS: master's degree from an ALA-accredited library school; advanced degree(s) in history; strong reading knowledge of at least 2 modern European languages; commitment to bibliographic instruction or research, preferably to both; effective communications skills. Previous selection responsibility for history materials in a research library preferred. SALARY: \$18,000 – \$27,000, depending on experience and qualifications. AVAILABLE: Nov. 1. Applications received by May 15 will be considered. Send letter of application and resume, including names of 3 references, to: Lance Query, Director of Library Research, Lord Processor Library Research, Lord Processor Libra

Library director at East Stroudsburg University. Full-time continuing position effective July 1. Director reports directly to the vice president for academic affairs and is responsible for the overall supervision of the library and its departments. Also responsible for the direction of the library staff, promoting the effective use of the library resources, and administering the library budget, and has final responsibility for the maintenance and development of the collection. Master's degree in library science from

### Northern Illinois University Library Vacancies

Northern Illinois University is a major public institution with an enrollment of 25,000 and 3,000 faculty and staff positions. The university offers 19 doctoral programs, 13 CAS programs, 61 master's programs, the JD degrees, and baccalaureate degrees in 53 programs in 6 colleges. DeKalb is located 65 miles west of Chicago. The following are anticipated positions within the university libraries.

- 1) GENERAL REFERENCE LIBRARIAN/entry-level. Required: MLS from ALA-accredited library school and a 2nd master's or 30 hrs.' graduate coursework beyond the MLS. Responsibilities: assists library users through general and specialized reference work, bibliographic instruction, and online database computer searching. Maintains effective communication with colleagues, faculty, and students. Assists in the development of policies and procedures, and special projects as assigned. Fulfills requirements of faculty status in the areas of contributions to librarianship, scholarly activities, and service. Subject background in the social sciences preferred. Salary and benefits: \$18,000 minimum for 12-mo. contract, Illinois retirement system; faculty status and rank; 24 days' vacation and 11 authorized holidays. Applications accepted through April 1.
- 2) GENERAL REFERENCE LIBRARIAN/COMPUTER REFERENCE SERVICES COORDINATOR. Required: MLS from an ALA-accredited library school and a 2nd master's or 30 hrs.' graduate coursework beyond the MLS. 2 yrs.' or more relevant experience with online database searching in an academic or research library or its equivalent. In-depth knowledge of current databases such as DIALOG and BRS required. Demonstrated ability to communicate effectively; experience with bibliographic instruction or teaching desirable. Responsibilities: includes general operation of the library's computer reference services including staff training, program development, marketing, records management, statistical and budgetary analysis and evaluation. Coordinates searching activities of the library searcher's group. Salary and benefits: \$18,000 minimum for 12-mo. contract; Illinois retirement system; faculty status and rank; 24 vacation days and 11 authorized holidays. Applications accepted through April 1.
- 3) ASSISTANT BUSINESS/ECONOMICS LIBRARIAN. Required: MLS from an accredited library school and a 2nd master's or 30 hrs.' graduate coursework beyond the MLS, preferably with an emphasis in business or economics. Responsibilities: provide reference service and bibliographic instruction, perform online literature searches, and assist with collection development for business/economics subject areas. Salary and benefits: \$18,000 minimum for 12-mo. contract; Illinois retirement system; faculty status and rank, 24 vacation days and 11 authorized holidays. Applications accepted through March 15 or until position is filled.
- 4) MUSIC LIBRARIAN. Required: MLS from an ALA-accredited library school and a 2nd master's or 30 hrs.' graduate coursework beyond the MLS, preferably with an emphasis in musicology or music history. Qualifications: professional experience in academic or research library; experience cataloging music materials using LC classification, LCSH, MARC formats, and AACR2 preferred; working knowledge of French or German preferred. Salary and benefits: \$18,000 minimum for 12-mo. contract; 24 days' vacation and 11 authorized holidays. Applications accepted through March 15 or until position is filled.

To receive full consideration, applicants should send resume, placement file, transcripts, and the names of 3 references to: John C. Tyson, Assistant Director for Planning, Administration, and Development, Northern Illinois University Libraries, DeKalb, IL 60115.

Northern Illinois University has a strong commitment to the principles of equal opportunity, affirmative action, Title IX, and Section 504.

an ALA-accredited institution required. Advanced certificate in library science or 2nd master's degree in a subject field preferred. Doctorate in library science desirable. Candidates must also demonstrate professional experience, knowledge of current trends and applications of information technology, leadership ability, and communication skills. Salary: \$30,500 – \$41,200 commensurate with experience. Submit letter of application or nomination, current resume, and 3 letters of recommendation by April 1 to: A. Susan Bromer, Chair, Library Search & Screen Committee, Kemp Library, East Stroudsburg University, East Stroudsburg, PA 18301. An affirmative-action, equal-opportunity employer.

Library instruction librarian. Reports to the head of library instruction & orientation. Responsibilities include the teaching of classes, the design and development of library instructional print and nonprint materials, the promotion/publicity of library resources and services, and the evaluation of instruction and orientation. Serves at the main reference desk. In addition, may assist in collection development. Qualifications: an MLS from an ALA-accredited library school; minimum 2 yrs.' full-time professional experience in an academic library, with at least one yr.'s concentration in library instructional activities; and demonstrated ability to communicate effectively with faculty, staff; and students. Additional subject master's degree and experience in teaching, reference,

computer-assisted learning, and media design and production are desirable. Position available July 1. Salary: minimum \$17,500, negotiable depending on qualifications and experience. Excellent fringe benefits. Applications must be postmarked on or before March 29. Send letter of application, resume, and names, addresses, and telephone numbers of 3 current references to: Marilyn Christianson, Chair, Library Search Committee, Indiana State University, Terre Haute, IN 47809. Indiana State University is an equal-opportunity, affirmative-action employer.

Microforms cataloger. Middleton Library, Louisiana State University. Responsible for descriptive and subject cataloging of monographic microforms, original and OCLC member input in all subject areas and languages, applying AACR2 and LC subject headings and using the OCLC system. May also involve cataloging serial microforms and materials in other formats. ALA-accredited MLS, a knowledge of LC subject headings, AACR2, MARC formats, and OCLC procedures required. A working knowledge of one or more foreign languages highly desirable. Equivalent faculty status and benefits. Salary: dependent on qualifications and experience (\$16,500 minimum). Apply by April 15 to: Sharon A. Hogan, Director, LSU Library, Baton Rouge, LA 70803. LSU is an equal-employment university.

**ADMINISTRATION** 

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### DEAN OF LIBRARY AND MEDIA SERVICES

Millersville University is one of the 14 state-owned institutions of higher education that make up Pennsylvania's State System of Higher Education. Millersville offers a broad curriculum of nearly 50 undergraduate and 17 graduate programs. The University enrolls approximately 6,700 students including 4,950 full-time undergraduate and 1,750 part-time and graduate students. The faculty numbers are approximately 335. The University, located in scenic Lancaster County, is within easy driving distance of Philadelphia, Baltimore, Washington DC, and New York City.

Responsibilities include the immediate management of the Library Department and Media Services and other duties as assigned by the Provost. The Library Department consists of 15 faculty and 11 support staff both represented by collective bargaining agents. Among the services provided by the Library Department are bibliographic instruction, on-line searching, media services including television and production, and inter-library cooperation. The Dean reports directly to the Provost and Vice President for Academic Affairs and is a member of the Council of Deans.

The successful candidate must hold a doctorate with either the master's or the doctoral degree in Library Science from an A.L.A accredited institution; a minimum five years of administrative experience in an academic library; demonstrate a strong commitment to academic excellence and have a distinguished record of scholarship, research and program development; have actively participated in professional organizations at regional and national levels; have superior oral and written communication skills and the ability to work effectively with all segments of the University community; provide creative leadership in policy development, fiscal planning, personnel development and instructional technologies; and have demonstrated experience with applications of automated library systems and familiarity with current and emerging technologies for information transfer.

Salary range is \$33,428 to \$44,871. Interested persons should send a letter of application, curriculum vitae and at least three letters of reference to: Dr. Michael G. Kovach, Assistant Vice President for Academic Affairs, Chairperson, Search Committee, MILLERSVILLE UNIVERSITY, Millersville, PA 17551.

Review of applications will begin on March 15, 1985, and will continue until the appointment is made. Appointment to the position is negotiable, but will be made no later than August 27, 1985.

Millersville University earnestly seeks and is eager to receive applications from women and minority candidates.

Periodicals librarian. New position. Responsible for coordinating all aspects of periodicals and microform functions. Additional responsibilities may include assisting with technical services, bibliographic instruction, and/or reference (nights and weekends included). Ability to work effectively with faculty and colleagues, strong service orientation, concern for detail and accuracy, and good communication skills are essential. Experience with periodicals or similar materials preferred. Involvement in professional organizations desirable. MLS degree from ALA-accredited institution required. The University of Evansville is an independent, coeducational, Methodist-affiliated institution located in a metropolitan area of southwestern Indiana. Enrollment numbers 5,000 full- and part-time students. The university is presently constructing an addition which will triple the amount of library space. Along with the expansion, the library will be completely automated using the NOTIS system. Salary: \$17,000; 12-mo. contract, faculty rank. Application deadline is April 15 with the position available July 1. Send application, placement file, and 3 letters of reference to: Grady Morein, University of Evansville, POB 329, Evansville, IN 47702. The University of Evansville is an equal-opportunity, affirmative-action employer.

Personnel: Assistant to the university librarian for personnel, University of Oregon Library. Assistant Professor or higher. Responsibilities: under the direction of the university librarian, and in consultation with appropriate university officers, is responsible for the planning, organizing, and coordination of all activities relating to recruitment, employment, compensation, employee relations, and staff development. For staff consisting of 45 faculty, 83 support staff, and 300 student assistants. Coordinates staff development and continuing

education programs. Provides employee counseling and referral. Advises library administration on personnel matters and works closely with department heads to facilitate effective use of internal personnel practices and procedures. Supervises one support staff member and student assistants. Qualifications: MLS from ALA-accredited library school. Ability to apply personnel management practices in an academic library situation. Library experience and previous personnel training and experience desired. Proven ability to communicate and work effectively with diverse staff and with university officials at all levels. Supervisory experience preferred. Microcomputer experience desirable. Salary: \$18,000 minimum for 12-mo. appointment, plus benefits. Submit letter of application, resume, and names of 4 references by May 1 to: Thomas A. Stave, Personnel Librarian (Acting), University of Oregon Library, Eugene, OR 97403. The UO is an AA, EEO employer.

Preservation intern. This is a one-yr. position funded by a grant from the Mellon Foundation to support research-library preservation programs nationally. 4 other institutions have also received preservation intern grants from the Mellon Foundation: Library of Congress, New York Public Library, Stanford University Libraries, and Yale University Libraries. The intern will report to the head of the preservation department and, after orientation in the preservation department, will be assigned to one or more department, will be assigned to one or more departmental libraries, which will be chosen in consultation with the Library Services Group. Every effort will be made to assign the intern to subject areas of individual interest. The primary responsibilities will involve surveying the condition of specific collections, monitoring environmental conditions, assessing current preservation procedures and determining needs in order to design a practical preserva-

tion program, and preparing a proposal for the funding of any identified special needs. The intern will have the opportunity to participate in planning sessions, policy discussions, and other librarywide preservation activities. In addition to an accredited MLS, requirements are knowledge of preservation practices and demonstrated expertise in executing conservation procedures and techniques, as demonstrated through previous relevant experience and/or successful completion of a formal program in the conservation of research library materials. A working knowledge of one Romance and one Germanic language is desirable. Annual salary: \$19,000 (to increase July 1). This is a temporary, 12-mo. position. Deadline for applications is April 15. Submit resume, listing 3 references and salary requirements, to: Box 35, Butler Library, Columbia University Libraries, 535 W. 114th St., New York, NY 10027. An affirmative-action, equal-opportunity employer.

Public services librarian. Demands excellent bibliographic and library instruction skills; commitment to university and community service. Position responsible for providing assistance in reference and serials; some night/weekend supervision. Applicant should be able to work effectively with all levels of academic community. Flexibility to allow individual development. 12-mo. appointment; faculty status; salary \$17,000 — \$20,000. Requires ALA-accredited MLS. McNeese State University is the fastest-growing university in Louisiana; unique area offers year-round outdoor recreation; convenient to Houston, New Orleans, and the Gulf of Mexico. Deadline for applications is March 29. Send resume, names of 3 references to: Richard H. Reid, Director of Library Services, McNeese State University, Lake Charles, LA 70609. MSU is an equal-opportunity, affirmative-action employer.

Public services librarian, Kilmer Area Library. Available: July 1. Responsible for the development and management of public services in support of Rutgers University undergraduate programs in New Brunswick. Services include: traditional and computer-assisted reference, interlibrary loan, bibliographic instruction, circulation, reserve, and media services. Participate in the provision of reference service, instruction, online database searching, and in library planning and policy formulation. Responsible for library in absence of library director. MLS required. Minimum 3-4 yrs.' pertinent professional experience in an academic library including reference service, database searching, bibliographic instruction experience, and knowledge of online systems. Strong analytic, communication, and intepersonal skills; demonstrated supervisory and leadership qualities. \$20,668 or \$25,182 minimum, dependent upon experience and qualifications. Faculty status, calendar-yr. appointment, TIAA/CREF, life/health insurance, 22 days' vacation. Submit resume and 3 sources for current references by April 1 to: Shirley W. Bolles (APP. 90), Alexander Library, Rutgers University, New Brunswick, NJ 08903. An equal-opportunity, affirmative-action employer.

Reference and government documents librarian. The University of Wisconsin – Superior invites applications and nominations for the position of reference and government documents librarian. For the service-oriented librarian who likes a small university environment, this position of supervisor and coordinator of reference and government documents will have a broad range of responsibilities and opportunities for the planning and delivery of reference and documents services. These include, but may not be limited to, scheduling, collection development, reference desk service, including one night per week and weekends (on rotation), faculty liaison, preparation of specialized information packets using both print and technology processes, and assisting in the bibliographic instruction program. This librarian will also teach, as assigned, in the library science program (an undergraduate minor) and

supervise 3 very small collections: the Administrative Library; the University Archives; and the Area Research Center. The librarian who holds the position will have faculty rank and be on a tenure track. This person will be expected to participate in teaching, research, and service as a full member of the university faculty. The position requires a master's degree in library science from an ALA-accredited institution, experience in, or knowledge of, reference and government documents, and good communication and human relations skills. A 2nd master's degree is desirable as is experience in, or knowledge of, library automation, particularly microcomputer applications, and archival practices. The position is available on July 1. The salary is \$18,000 minimum for a 12-mo. appointment. Attractive fringe benefit package available. The deadline for applications is April 15. Letters of application should include a resume and a list of 3 references. Send letters of application or nomination to: Bob Carmack, Director, Hill Library, University of Wisconsin — Superior, Superior, Wisconsin — Superior, located on the shores of Lake Superior near the beautiful North Woods country, is an equal-employment-opportunity, affirmative-action employer.

Reference librarian. Appointment for one yr. only, Sept. 1, 1985 – Aug. 31, 1986. Responsibilities include general and government accuments reference service at the library's main reference desk. Emphasis on bibliographic instruction. Performs database searching. Participates in reference collection building. Schedule includes some night and weekend hours. Qualifications: MLS and significant reference experience in academic library. Experience in library instruction and online searching. Salary from \$18,000 dependent upon qualifications. Send resume & names of 3 references by April 10 to: Phyllis Cutler, College Librarian, Williams College, Williamstown, MA 01267. An EO, AA employer.

Reference librarian/bibliographer. Duties include 20 h.p.w. general desk duty; book selection and faculty liaison in discipline(s) appropriate to librarian's background and library's needs; supervision of the microforms department; computer searching in the humanities and social sciences. Reports to assistant director for public services. Required: MLS from ALA-accredited school, strong liberal arts background, positive service orientation, ability to learn DIALOG search system, supervisory ability. Desirable: academic reference experience, master's-level coursework or degree in subject area, DIALOG training, and supervisory experience. Minimum salary: \$15,500 for 12 mos. Position contingent on funding. 12 days' vacation per year. Excellent benefits package. Available June 1. Letter of application and resume to: Margaret A. Joseph, Assistant Director for Public Services, The University of Texas at San Antonio Library, San Antonio, TX 78285. UTSA is an equal-opportunity, affirmative-action employer.

Reference librarian/bibliographer. 12-mo., tenure-track appointment available June 18. Responsible for general reference service to undergraduate and graduate students and faculty in the humanities, social sciences, and in related professional fields. Participates in library orientation and instruction, and conducts online searches. Responsible for collection development in psychology, human development, sociology, and one or more areas for the libraries main research collections. The reference department offers a collegial environment with independent working situations and flexibility in future assignments. Requires an ALA-accredited MLS; strong subject background in the social sciences other than history; ability to work effectively with library users and staff; strong reading knowledge of at least one Western European foreign language; and training or experience in online searching. Prefer research library experience in reference and collection development; advanced study in psychology, sociology, or a related field. Salary: \$16,000 - \$20,000 dependent upon

### Library Director

Torreyson Library, University of Central Arkansas, Conway. Located 30 miles north of Little Rock, the library houses 360,000 volumes and 500,000 microforms and is a member of OCLC, BRS, and DIALOG. The library has 11 professional positions with 13 clerical assistants.

RESPONSIBILITIES: leadership in planning, implementation, and evaluation of library services, preparation and administration of a budget, coordination of library operations, including building maintenance; maintaining liaison with faculty, students, and administrative personnel.

QUALIFICATIONS: graduate degree in librarianship from accredited library school, additional graduate degree; doctorate or graduate degrees in more than one academic discipline preferred; minimum 3 yrs.' experience in academic library, including administrative responsibility. Must have knowledge of automated library systems, effective oral and written communication skills.

SALARY RANGE: \$38,000 - \$40,000. Excellent fringe benefits.

CLOSING DATE FOR APPLICATIONS: April 15. Send letter of application, resume, transcripts, and letters of recommendation from 5 references to: H. B. Hardy, Jr., Dean, Graduate School, University of Central Arkansas, Conway, AR 72032.

EOE. AAE

qualifications. Benefits include 22 days' annual vacation, one day per mo. sick leave, participation in TIAA/CREF retirement program, and individual group health insurance provided. Applications must be postmarked no later than April 1. To apply, submit letter of application, resume, undergraduate and graduate transcripts, and 3 letters of reference to: Sandra K. Gilliland, Assistant to the Dean, University of Kansas Libraries, Lawrence, KS 66045-2800. Minorities are encouraged to apply. An EEO, AA employer.

Reference librarian, Business/Economics Library. This position provides general and indepth reference service in business and economics in a large academic research environment. Included in the reference responsibilities are computerized bibliographic and numeric database searching, bibliographic instruction, library orientation programs, research consultations, and continued development of the reference collection. The reference staff assists the librarian in the development of the general library collection, the selection of serial titles, and liaison service with faculty. Each reference librarian has the responsibility for acting as the reference coordinator for 4 mos. each yr. which includes being responsible for the normal operation of the library in the absence of the librarian. In addition to an MLS from an accredited library school, the position requires previous training and experience with relevant computerized bibliographic and numeric databases and the ability to work effectively with students, staff, and faculty. A subject background in business and economics as well as demonstrated administrative ability are desirable. Knowledge of at least one modern Western European language is desirable. Excellent benefits, including free tuition and assistance with university housing. Salary ranges are: Librarian !: \$19,000 - \$24,000; Librarian !! \$21,000 - \$27,300. Deadline for applications is April 15. Submit resume, listing 3 references and salary requirements, to: Box 35, Butler Library, Columbia University Libraries, 535 W. 114th St., New York, NY 10027. An affirmative-action, equal-opportunity employer.

Reference librarian/cataloger. 12-mo., tenure-track appointment available Oct. 1. Duties are divided equally between reference and cataloging. Reports jointly to the heads of the reference and cataloging departments. Reference. Responsible for providing general reference service to undergraduate and graduate students and faculty in the humanities, social sciences, and related professional fields. Participates in library orientation and instruction and reference collection development. The reference department includes 9 professional librarians and offers a collegial environment with independent working situations and flexibility in tuture assignments. Cataloging. Per-

forms original and copy cataloging and Library of Congress classification of materials in history or the social sciences. Participates in the professional activities of the cataloging department. The cataloging department includes 10 professional librarians and utilizes a fully automated record management and integrated authority system. Requires an ALA-accredited MLS; strong reading knowledge of Spanish; cataloging experience with AACR2 or recent library school training in cataloging; ability to work effectively with library users and staff. Prefer research library experience with Library of Congress classification and OCLC or similar bibliographic utility; reading knowledge of at least one other Western European foreign language. Salary: \$16,000 — \$20,000 dependent upon qualifications. Benefits include 22 days' annual vacation, one day per mo. sick leave, participation in TIAA/CREF retirement program, individual group health insurance provided. Applications must be postmarked no later than April 1. To apply, submit letter of application, resume, transcripts, 3 letters of reference, and/or library school placement file to: Sandra K. Gilliland, Assistant to the Dean, University of Kansas Libraries, Lawrence, KS 66045-2800. Minorities are encouraged to apply. An EEO, AA employer.

Reference librarian, 12-mo. faculty position. Duties include: providing informational and reference assistance to patrons with specialist activities in online database searching, assisting in bibliographic instruction, liaison with assigned faculty, and collection development. Library faculty must fulfill the criteria defined by the university for promotion and continued employment. Master's degree from an ALA-accredited library school or equivalent required. Undergraduate major in the physical or biological sciences is preferred. Advanced degree in one of these disciplines is desirable. Bibliographic instruction and database searching experience or training required. Evidence of positive interpersonal and communication skills. A working knowledge of LC classification and Anglo-American Cataloguing Rules is important. Salary based on qualifications—\$17,000 minimum for 12-month assignment. Excellent health care including dental, TIAA/CREF retirement, 22 days' annual vacation plus academic holidays. Closing date for applications is April 15. Starting date will be July 1. Submit letter of application with resume and 3 letters of recommendation to: Max P. Peterson, Director, Library and Information Services, Merrill Library, UMC 30, Utah State University, Logan, UT 84322.

Reference librarians (2 positions): 1) biological and life sciences, and 2) engineering. Positions to be filled by July 1. Each appointee will assist 9 other librarians in

providing general reference service and library instruction. All reference librarians also provide in-depth reference service, online searching, bibliographic instruction, and collection development in their subject areas. Qualifications: ALA-accredited MLS, 2 yrs.' appropriate reference experience or an academic degree in the appropriate subject area. (MS preferred for biological and life sciences. BS in physics or chemistry acceptable for engineering.) Salary \$17,000 – \$25,000, library faculty rank, and tenure status dependent upon qualifications. Send letter of application with resume and names of 3 references by April 12 to: Reference Librarians Search Committee, R. M. Cooper Library, Clemson University, Clemson, SC 29631. An EEO, AA employer.

Reference librarians. 3 positions in an urban academic library with responsibilities for general reference desk service, in-depth manual and online literature searching in specified subject areas, collection development and liaison with faculty, and bibliographic instruction. Positions under supervision of associate director, reference and instructional services. Assignments include evening and weekend duty.
Liberal fringe benefits. Appointments to be made by July 1. General qualifications: a degree from a library school accredited by the American Library Association or the equivalent is required. Proficiency in or aptitude for use of computers in reference service. Evidence of high-level skills in oral and written communication and other interpersonal relations. Ability and motivation to make professional contributions to library literature and meet require-ments for library faculty promotions and tenure. Enthusiasm and energy for work in heavily used service areas. 1) Senior Assistant or Associate Librarian, \$25,320 – \$38,532 (reopened). A degree in the social sciences with specialization in geography is preferred. 3 or more yrs.' successful reference service experi-ence in an academic and/or research library, ence in an academic and/or research library, including experience with map and atlas collections. Record of peer enlightenment activities and accomplishments. Rank and salary based on qualifications. 2) Assistant or Senior Assistant Librarian, \$23,100 – \$30,480 (reopened). A degree in science or business with undergraduate or graduate courses in computer science preferred. One or more yrs. cessful reference service in an academic and/or research library desirable. Commitment to continuing education for reference services. Rank and salary based on qualifications. 3) Senior Assistant or Associate Librarian, \$25,320 — \$38,532. A degree in humanities or education with undergraduate or graduate courses in curriculum development, program evaluation, and educational statistics preferred. One or more yrs.' successful experience in bibliographic instruction programs in an academic and/or research library desirable. Commitment to continuing education for reference services. Rank and salary based on qualifications. Subreferences by April 1 to: Roman Kochan, Associate Director, Administrative Services, Library & Learning Resources, California State University/Long Beach, 1250 Bellflower Blvd., Long Beach, CA 90840. An equal-opportunity, affirmative-action employer.

Science and technology librarian, Institute of Technology Libraries, University of Minnesota Libraries – Twin Cities. The science and technology librarian, a newly created position, will participate in the development of a program designed to strengthen library service to the science and technology community of the University of Minnesota. Reporting to the director of the Institute of Technology Libraries, s/he will participate in database searching, reference, bibliographic instruction, and collection development. The science and technology librarian will share in planning and administrative responsibilities. The Institute of Technology Libraries consist of 6 separately housed departmental libraries: Architecture, Chemistry, Engineering, Geology, Mathematics, and Physics, plus substantial collections of scientific and technical material housed in the Walter Library. The collections and services support primarily the instructional and research pro-

grams of the Institute of Technology. The major responsibilities of this position will be to: 1) formulate, develop, and deliver innovative scientific and technical information services to faculty, students, and staff of the university community; 2) participate in facilities planning, including utilization of new technologies for information storage, retrieval, and document delivery; 3) share in administrative duties, including planning and implementation of new services, procedures, and policies, preparation of reports, grant proposals, etc.; 4) share in collection development, collection evaluation projects, and liaison with faculty; 5) assist in the development of technical information programs for local business and industry. Required qualifications are: 1) master's degree in library science; 2) minimum 5 yrs. in scientific or technical library, preferably in a large research or academic library, with experience in reference; 3) substantial experience with commercial sci-tech databases (DIALOG or BRS or SDC); knowledge of library applications of microcomputers and other telecommunication services; 4) ability to formulate, implement, and administer information services utilizing various media; 5) excellent skills in relating to colleagues, faculty, students, and the business and industrial community. This is a 12-mo. academic/professional position with probationary appointment at Assistant Librarian rank with a salary of \$30,000. Applications must be postmarked no later than April 15. Submit letter of application, resume, & names and addresses of at least 3 references to: Robert Wright, Personnel Officer, University of Minnesota — Twin Cities, 499 Wilson Library, 309 19th Ave. S., Minneapolis, MN 55455. The University of Minnesota is an equal-opportunity educator and employer and specifically invites and encourages applications from women and minorities.

Science librarian. 12-mo., tenure-track appointment available not later than Aug. 18. Responsible for administering the Science Libraries on the university's main campus. Directs the Science Library and oversees the operations of 3 other branch libraries (Engineering, Maps, and Mathematics and Computer Science). Combined collection size is approximately 300,000 volumes in the natural and biomedical sciences, engineering, mathematics, and computer science, as well as approximately 250,000 maps. Includes immediate planning for new science library facility (expected occupancy in 1989). Directs a combined staff of 3 librarians, 10 paraprofessionals, and 11 FTE student assistants. Oversees and assists in public services, collection development, and online literature searching. Maintains close liaison with faculty and students as well as other departments in the library system. Re-quires an ALA-accredited MLS; strong subject competence (coursework or experience) relevant to scope of the Science Libraries; successful public service experience in a science/technology collection; effective administrative and supervisory experience or demonstrated potential for administration and supervision; trong interpersonal and communication skills. strong interpersonal and communication skills. Prefer successful managerial experience in a science/technology library; successful collection development and broad, in-depth reference experience with science/technology materials; experience in online literature searching. Salary: \$20,000 – \$30,000 dependent upon qualifications. Benefits include 22 days' annual vacation, one day per mo. sick leave, participation in TIAA/CREF retirement program, individual group health insurance provided. Applications must be postmarked not later cations must be postmarked not later than April 15. To apply, submit letter of application, resume, undergraduate and graduate transcripts, and names of 3 references to: Sandra K. Gilliland, Assistant to the Dean, University of Kansas Libraries, Lawrence, KS 66045-2800. Minorities are encouraged to apply. An EEO, AA employer.

Technical services coordinator. DePauw University is seeking a coordinator of technical services to head a technical services department of 4, plus 10—15 student employees. Primary duties include coordinating cataloging

and acquisitions, managing the materials budget and endowed funds, and providing leadership in the development of an automated integrated library system. Additional duties include working with several academic departments on collection development, some original cataloging, and participation in library management. Qualifications: MLS from an ALA-accredited school, 3 yrs.'-plus experience in technical services (with strong cataloging background), familiarity with AACR2, LC classification and subject headings, and OCLC, plus evidence of strong supervisory, communication, planning, and leadership skills. Experience in planning library automation is highly desirable. 12-mo. faculty appointment, usual benefits, salary dependent on qualifications and experience, minimum \$21,500. Letters received by April 15 will be given first consideration. Send letter of application, resume, and 3 letters of reference to: Jana Bradley, Director of Libraries, DePauw University, Box 137, Greencastle, IN 46135. An equal-opportunity, affirmative-action employer.

University librarian, University of Southern Maine. The university librarian is the chief academic and administrative officer of the university library; the position reports to the provost. USM encompasses 5 academic units: Arts and Sciences, Law, Education, Nursing, and Business, and enrolls 8,500 students. USM is the 2nd-largest of 7 campuses comprising the University of Maine system and is composed of 2 campuses at Portland and Gorham, Maine, and many off-campus locations. The university library exclusive of the Law Library is composed of 14 professional and 14 support staff; the library holdings include 308,000 volumes and 2,400 current periodical subscriptions. QUALIFICATIONS required: MLS from an ALA-accredited program; good communication skills; demonstrated strength in handling personnel, budgets, and other administrative matters; demonstrated experience with library automation, networking, and online systems. Preferred: doctorate in any field or 2nd master's. Salary: about \$40,000. Appointment: on or soon after July 1. Send resume including names of 3 references, postmarked by April 1, to: Chair, University Librarian Search Committee, Office of the Provost, University of Southern Maine, 96 Falmouth St., Portland, ME 04103. An equal-employment-opportunity, affirmative-action employer.

#### LIBRARY EDUCATION

Assistant professor (tenure-track). Teach Foundations of Library and Information Science or Research Methods and courses in 2 or more of the following areas: school media services, science/technical resources and services, academic library service, microcomputer applications, abstracting and indexing, and information products design and marketing. Student advising and committee work is also required. Qualifications: doctorate in library or information science or allied field, or substantial progress toward the degree. Teaching or professional experience preferred. Salary range: \$22,300 – \$26,600 per academic yr. Application deadline: March 15. Send a curriculum vita and the names of 3 or more references to: Robert Wagers, Acting Director, Division of Library and Information Science, San Jose State University, San Jose, CA 95192.

Director for the Division of Library and Information Science. San Jose State University is seeking an innovative leader to administer a rapidly changing MLS program in library and information science. The director is responsible for academic and fiscal planning, recruiting, program review, faculty evaluation, and teaching, and reports to the associate academic vice president for graduate studies and research. Qualifications: earned doctorate in library/information science or in a related

discipline (in which case the candidate must have an MLS or equivalent degree). Demonstrated potential for leadership and experience as an educator/information specialist. A record of sustained professional/scholarly activity and proven research ability is also required. The division currently graduates approximately 60 MLS recipients each year primarily in the areas of public library and school media services and various corporate information services and nonlibrary information specialties. The new director will be expected to promote the first 2 areas and to expand offerings in the latter ones. Salary range: \$38,350 - \$42,144 per academic year. Application deadline: March 15. Send a curriculum vita and the names and telephone numbers of 3 or more references to: Richard Ellefsen, Associate Academic Vice President, Graduate Studies and Research, San Jose State University, San Jose, CA 95192-0029.

#### MEDICAL LIBRARY

Information services librarian: faculty, tenure-track position. Reports to coordinator of information services. Duties include general reference, online searching, and user education. Required: MLS degree from ALA-accredited library school; MLA certification within 3 yrs. of employment. Desired: academic background in biological/health sciences, coursework and/or experience in health sciences librarianship. Rank and salary dependent on education and experience. Salary range \$16,000—\$19,000. University of South Alabama Libraries is a member of SOLINET/OCLC and operates NOTIS, an integrated library system with online acquisition, cataloging, and circulation. Benefits include 20 days' vacation, university-subsidized insurance, state retirement, TIAA/CREF option. Applications will be reviewed beginning Feb. 28; position will remain open until filled. Submit resume and names of 3 references to: Mary Giles Peresich, Chair, Biomedical Library Search Committee, University of South Alabama, Biomedical Library, Mobile, Al 36688. An EEO, AA employer.

Manager, Hospital Literature Service. Individual sought to manage the Hospital Literature Service functions within the AHA Resource Center. Area is responsible for the Health Planning and Administration database, developed cooperatively with the National Library of Medicine, and publication and marketing of the Hospital Literature Index. Other literature-based products are developed and/or coordinated, based on identified needs, and marketed. The AHA Resource Center is comprised of 2 components: the library of the American Hospital Association, Asa S. Bacon Memorial, and the Hospital Literature Service. Position requires an individual with 5 to 7 yrs.' experience in the library and/or information management field. A degree from an American Library Association — accredited library school or a master's degree in business administration is required. Must have working knowledge of publications design, development, and production; online database use and development, and information-seeking behavior. Demonstrated managerial experience is required, preferably in a business-oriented setting. Incumbent must have strong communications and negotiation skills. Salary low \$30s. Send resume to: Constance Leahy, Recruiter, American Hospital Association, 840 N. Lake Shore Dr., Suite 600 East, Chicago, IL 60611. AA, EOE, MF/H.

Senior reference librarian. The Medical Library of Northwestern University seeks a senior reference librarian to take responsibility for the following duties: 1) coordinating online search activities within the reference dept. including training new staff to use online search systems, attending online training sessions, and conducting in-house education for staff, monitoring search-service statistics, managing SDI service, and maintaining quality control for online

services; 2) assisting head of public services in managing the reference dept. by training staff to assist users at reference desk and maintaining quality control for information services; 3) providing users with information service at the reference desk; this includes some evening and weekend hours; and 4) assisting in bibliographic instruction, interlibrary loan, and collection development for reference. This position reports to the head of public services. Qualifications: 3 – 4 yrs.' experience in a health sciences library. Trained in searching any 2 of the following systems: BRS, NLM, or DIALOG; some familiarity with RLIN or OCLC is desirable. Some experience with microcomputerbased information management applications also desirable. Graduation from an ALA-approved library science graduate program. Has shown evidence of professional contributions. Salary: \$20,000. Deadline: March 15. To apply submit resume, letter of application, and the names of 3 professional references to: Edward Tawyea, Associate Director, Northwestern University Medical Library, 303 E. Chicago Ave., Chicago, IL 60611. EOE, AA.

#### NETWORK

Network coordinator. OCLC Pacific Network has an opening for a coordinator to provide training and support in OCLC systems to regional libraries. Involves some travel. Requires ALA-accredited MLS, and thorough understanding of library operations and technology applications to them. Preference will be given to candidates with extensive knowledge of OCLC system and library experience. Good writing and speaking skills. Excellent benefits package. Salary range \$18,000 – \$24,000. OCLC Pacific provides OCLC services to the libraries of the Pacific Rim. Send resume to: Myra White, Administrative Coordinator, OCLC Pacific, 9th and Dartmouth, Claremont, CA 91711.

#### OTHER

Technical services. The Art and Architecture Thesaurus, a department of the J. Paul Getty Art History Information Program, is seeking a senior editor to supervise its authority control department. Responsibilities include: maintenance of online authority records in MARC-compatible format; supervision of staff in formating and inputting of subject terms and in researching terms for literary and other warrants; supervision of in-house computer support and liaison with outside computer firms and other agencies; organization of workflow consistent with goals and objectives of the thesaurus project. Requirements: ALA-MLS, at least 2 yrs. experience in cataloging using the MARC format, and evidence of organizational and supervisory skills. Editing, indexing, and research experience highly desirable. Art history background helpful. Salary minimum is \$20,500, based on experience and qualifications. Send resume and letter of application by March 31 to: Toni Petersen, Codirector, Art and Architecture Thesaurus, Mattison Rd., North Bennington, VI 05257.

#### **PUBLIC LIBRARY**

Adult materials coordinator, \$24,132— \$32,340 annually. Staff position whose primary function is to implement and review the collection development and overall adult materials selection program of the library. Directs the rapid acquisitions program, advises on materials budget allocation, serves on library committees, and maintains a core list of adult materials. Requires a master's from an ALA-accredited school and 6 yrs.' progressive library experience of which a minimum of 4 must have included responsibility for adult materials selection in a public service unit. Apply by April 5 to: Personnel Department, City of Fort Worth, 1000 Throckmorton, Ft. Worth, TX 76102.

Assistant director for main library services. Public Library of Charlotte & Mecklenburg County is accepting applications for this position. ALA-accredited MLS, eligibility for N.C. Public Librarian Certification, and minimum 5 yrs.' progressively responsible library experience including management and supervision required. Applicant must demonstrate administrative ability, strong leadership qualities, exceptional communication skills, and possess extensive knowledge of and ability to apply principles, practices, and procedures of public library organization and management. Responsibilities include: planning and directing service provision through central main library facility; planning for library resources and future needs; determining priorities and methods for efficient main library operation; consulting with administration and providing information necessary for long-range planning and to establish and implement policies and procedures for service needs. PLCMC is a metropolitan public library system serving 400,000 + population with annual budget \$6 million +, staff of 200 +, 15 branches currently operating with expansion program approved and budget projections providing 5 additional locations. Bond approved for \$8.8-million expansion of main library. Salary: \$26,508 - \$30,768, beginning step dependent on qualifications. Application deadline: April 15. Send resume and list of 3 references to: Judith K. Sutton, Associate Director of Libraries, Public Library of Charlotte & Mecklenburg County, 310 N. Tryon St., Charlotte, NC 28202.

Assistant director of the children's department of the Urbana Free Library. Responsibilities include 1) working with other staff in the areas of reference, reader guidance, program planning, collection development, public relations, minor supervision of technical services, etc., and 2) administration of the department in the absence of the director. Applicants must have master's degree from ALA-accredited program (or be graduating this spring). Professional children's experience preferred but not required. Salary range \$16,300 — \$22,000, with excellent fringe benefits. Position available immediately. The Urbana Free Library is an active public library with an annual budget of \$810,000 and 29 FTE staff. Urbana is a community of 36,000 in an urbanized area of 120,000 and is the home of the University of Illinois. Applications—including a resume, 3 letters of reference, and a library school transcript—are due by April 5. Applications and questions to: Frederick A. Schlipt, Executive Director, The Urbana, IL 61801; 217-367-4057. EOE.

Assistant librarian, city of Pampa, Tex. Position requiring enthusiastic person to assist director of library services in areas of children's programming, management of 6-member staff, adult services, cataloging, and collection development. ALA-accredited MLS preferred. Salary: \$1,296 - \$1,562 per mo., with excellent benefits package. Send resume by April 30 to: City of Pampa, Personnel Director, POB 2499, Pampa, TX 79065.

Beginning librarian positions (Librarian II). The Minneapolis Public Library will accept & hold on file, beginning immediately and through Aug. 31, resumes, references, applications, & transcripts for beginning librarian positions for 4 areas: ref., children's, branch, & cataloging. If an opening occurs in one of these areas, notice of the opening will be sent to those who have indicated interest in that area. Req.: MLS. Salary range: \$22,282 —

### Chief Librarian Skokie Public Library

The Skokie Public Library seeks an outstanding leader and communicator with high professional standards, sound experience, and administrative capabilities who can meet the challenge of a metropolitan library. Applicants must have an MLS from an ALA-accredited college or university. Plus combination of experience and training which provide the required knowledge, skills, and ability: excellent interpersonal skills, thorough knowledge of fiscal management, library administration, and demonstrated competency in automation of library services. Must have the ability to promote programs and exhibits of cultural importance. Should be able to relate to and stimulate a very involved community. The Skokie Public Library has a staff of 78 FTE; a collection of 345,000 volumes; circulation of 626,000; an operating budget of \$2,570,000; a bookmobile; is the headquarters for a 44-member library system reference service; and is an OCLC user. 4 weeks' vacation; generous benefit package; minimum starting salary \$35,000. The Village of Skokie is adjacent to the city of Chicago and has a population of 60,000. The library is an architectural award-winning building and symbolizes the commitment to excellence. Please submit your letter of interest, resume, and at least 3 work references by April 30 to: Diana Hunter, President of the Skokie Public Library Board of Directors, c/o Kay Kozak, Skokie Public Library, 5215 Oakton St., Skokie, IL 60077. Apply through written resume only-no telephone calls please.

The Skokie Public Library is an equal-opportunity employer.

\$31,720. Send resume, indication of position or areas of interest, copies of transcripts, and 3 letters of reference to: Elizabeth Shelver, HRO, Minneapolis Public Library, 300 Nicollet Mall, Minneapolis, MN 55401; 612-372-6614. An affirmative-action employer.

Bordeaux branch librarian. Supervise 7 full-time employees in an active branch scheduled to move into a new 10,000-sq.-ft. facility in December. Report to head of extension services. System has a total of 6 branches, and a new main library of 80,000 sq. ft. is currently under construction. MLS required and eligibility for certification by the North Carolina Public Librarian Certification Commission. Experience in a public library and as a supervisor preferred. Salary \$18,928. Applications accepted through March 31. Contact: Pat Jones, County Personnel, PO Drawer 1829, Fayetteville, NC 28302.

Branch librarian, Lorain Public Library, Lorain, Ohio. To manage branch of 18,500 volumes, in a lakeside community of 10,500 population 30 minutes west of Cleveland. Seeking public-service-oriented person with skills in book selection, readers' advisory service, reference, programming, employee supervision, and a willingness to do all phases of library work. ALA-accredited MLS required, library public service experience desirable. Hiring range \$14,214 - \$15,848 with increases to \$21,567; 22 days' vacation, excellent benefits. Apply by March 22 to: Lorain Public Library, 351 Sixth St., Lorain, OH 44052. An equal-opportunity employer.

Branch librarian. Under direction of chief of extension services, oversees complete operation of busy branch. Plans diverse programs for all ages, provides information services, makes community contacts, supervises staff of 2.5 FTE. Starting salary \$15,024, good fringe

benefits. ALA-accredited MLS required; some experience preferred. Applications and resume by April 1 to: Richard G. Leach, Personnel Director, Augusta Regional Library, 902 Greene St., Augusta, GA 30901. An AA, EEO employer.

Chief of children's services—this is an administrative position responsible for all direct services provided to children at the Providence Public Library. The children's services coordinator plans the overall program of service to children and oversees its implementation. This includes programming and collection development in all branches as well as outreach and community relations. 7 children's librarians report to the children's services coordinator and he or she is responsible for their supervision and professional development. Administrative functions include the preparation and administration of program budgets, setting objectives for the program, and generally carrying the children's program forward. All administrative staff work closely with the director and with each other to solve organizational problems. ALA-accredited MLS; substantial experience as a children's librarian in a public library; supervisory experience. \$20,000 minimum; negotiable depending upon experience & qualifications. Deadline open. Apply to: Dan Austin, Personnel Officer, Providence Public Library, 150 Empire St., Providence, RI 02903; 401-521-8761. An affirmative-action, equal-employment-opportunity employer.

Children's librarian. Active, busy suburban library, 22 miles from N.Y.C., seeks librarian to head children's department. MLS and at least 2 yrs.' prior experience working with children required. Duties include materials selection, programming, liaison with schools, readers' advisory and reference service. 35-hr. week, excellent fringe benefits. Starting salary \$18,000 - \$20,000 depending on qualifications. Send resume to: John A. Burns, Director, Wayne Public Library, 475 Valley Rd., Wayne, NJ 07470.

Children's librarian. New entry-level position, responsible to children's services librarian. Duties include reference and information service, planning and implementing programs for children, and assisting in collection development. Evening and weekend work required. MLS from ALA-accredited library school. Salary: \$14,490 annually. Apply to: Children's Services Librarian, John McIntire Public Library, 220 N. Fifth St., Zanesville, OH 43701.

Children's services librarian for library system serving public and school libraries in a 5-co. area. We need an energetic individual who is skilled in all areas of children's programming and is willing to spend part of his/her working day driving. Storytelling and puppetry essential. Candidates who play a musical instrument and have had experience in offering programs will be preferred. Minimum requirements: MS in LS and some experience in children's work. Salary range \$15,464 - \$20,373 plus 4 weeks' vacation and other fringes. Send resume, including current references, to: Henry R. Meisels, Director, Corn Belt Library System, 1809 W. Hovey Ave., Normal, IL 61761.

Children's/young adult librarian to develop and coordinate programs, activities, and services at all county public libraries and to provide library services to the county public schools. An ALA-accredited MLS is required as is some background in school libraries. Salary negotiable to \$14,000. Send resume, transcripts, and 3 letters of reference to: Jean Martincheck, Boone-Madison Public Library, 375 Main St., Madison, WV 25130.

Director. Lake County Public Library seeks a director for a system of 14 buildings with a 500,000-volume collection and one million + circulation. ALA-accredited MLS plus 10 yrs. appropriate professional experience required. Strong managerial, financial, programming,

and community interaction skills desired. Experience in computer applications essential. Minimum salary \$36,000 plus benefits. Send resume and 3 current references by March 15 to: Margaret Hunt, Search Committee, Lake County Public Library, 1919 W. 81st Ave., Merrillville, IN 46410. Equal-opportunity employer.

Director. Wilson County Public Library (Wilson, N.C.) seeks library director for county of 64,000. Collection of 98,000 volumes; current budget \$469,000. Staff includes 3 other professional positions, 17 full- and part-time nonprofessionals. Annual circulation 201,820. Responsibility for the library's administration, budget, planning, policy development, all services. Knowledge of public library organization required as well as the ability to work well with public officials and community organizations. MLS from ALA-accredited library school. N.C. certification required. Previous public library experience preferred. Experience with computer applications desirable. Salary \$23,000 up. Fringe benefits. Position available on July 1. Resumes will be accepted until March 15, and should include the names and addresses of 3 references. Send to: Flora Plyler, Vice-Chair, Library Board of Trustees, Wilson County Public Library, 249 W. Nash St., Wilson, NC 27893.

Head of audiovisual and adult nonfiction. The McAllen Public Library seeks a public-service-oriented librarian with supervisory and audiovisual experience for the position of head of the audiovisual and adult nonfiction department. The supervisory experience need not be in a library supervisory position. A master's in library science from an ALA-accredited program is required. The AV collection includes material in a wide variety of formats. This department is also responsible for the back issues of periodicals, the periodical indexes, all microforms, and attendant equipment. This department head supervises 2 full-time and 4 part-time staff and the shelving and maintenance of the adult nonfiction collection. McAlen is located in a rapidly growing bilingual community of over 80,000 in the Lower Rio Grande Valley on the Mexican border. Minimum salary is \$14,500 with regular benefits. Send resume to: City of McAllen, Personnel Dept., 311 N. 15th St., POB 220, McAllen, TX 78502. The city of McAllen does not discriminate on the basis of race, color, national origin, sex, religion, age, and handicapped status in employment or the provision of services.

Librarian III, \$1,885 – \$2,285/mo. The Stanislaus County Library is seeking a professional librarian to supervise and coordinate children's services in the main library and outlying branches. Requires an MLS degree from an ALA-accredited school and 2 yrs.' experience as a professional children's or young adult librarian. Apply by March 29. For more information, contact: Stanislaus County Personnel Dept., 1100 H St., Modesto, CA 95354; 209-571-6341. EOE.

Library director, Stevensville, Mich. 20,000 population. Staff of 10 full-time equivalents, including several part-time positions. Operating budget of over \$190,000. Circulation of 145,000 and a collection of 50,000 volumes. Position requires MLS from an ALA-accredited school and 3 or more yrs.' service in the public library setting. As director we would require an outgoing self-starter, who can motivate others. The director is expected to plan, direct, and coordinate all activities in the library, be competent in the areas of budget, financial and developmental planning, and represent the library in the community at large. Salary commensurate with experience, starting at \$18,500 plus fringe benefits. Send a letter of application, resume, and 3 references to: Ronald Easton, Secretary, Lincoln Township Public Library, 2090 W. John Beers Rd., Stevensville, MI 49127.

Public library director—salary \$23,949 progressing to \$30,566 in 6 steps. A modern public library, \$500,000 budget, 70,000 volumes, 176,000 circulation, and staff of 19 full-time equivalents. Requirements: MLS from ALA-accredited college or university and 5 yrs.' professional library experience; 2 yrs. in an administrative position, or MLS and permanent professional librarian certificate issued by state of N.M. plus experience requirements listed above. Deadline April 12. Send letter of application, with resume and list of references, to: Personnel Director, City of Roswell, PO Drawer 1838, Roswell, NM 88201. EEO, MF/H.

Reference coordinator. Innovative upscale community of 115,000 seeks enthusiastic individual to supervise main library reference dept. in expanding library system, annual budget \$1.6 million. Scottsdale Public Library enjoys high community visibility and strong support with a use factor double the national average. Under direction of civic center library manager, coordinator responsible for reference service and collection, online searching, staff supervision, and community contacts. Also responsible for special Southwest collection. MLS preferred, plus 2 yrs.' professional library experience including supervision. Salary \$19,000 – \$31,500 annually, starting figure negotiable to mid-range, plus excellent benefits. Resume by March 25 to: City of Scottsdale, Human Resources Dept., 7575 E. Main St., Scottsdale, AZ 85251.

Technical services head. Responsible for managing acquisitions, cataloging, classification, and processing of library materials for central library and 8 branches with a \$200,000 materials budget. Supervises 3 clerks. Requires knowledge of AACR2 and familiarity with library automation. MLS from ALA-accredited library school with some cataloging experience. \$15,392 with 5-percent increase after 3 mos. Send resume and names and addresses of 3 references by April 1 to: Nancy Hammond, Asheville-Buncombe Library System, 67 Haywood St., Asheville, NC 28801. Equal-opportunity employer.

2 positions. 1) Children's services head.
ALA-accred. MLS; 3-5 yrs. professional
experience; knowledge of children's books;
ability to work with children and parents;

programming and supervisory skills. \$20,161—\$26,173. 2) Readers' and community services supervisor. ALA-accred. MLS; 1—3 yrs.' professional experience; communication, excellent readers' advisory, programming, public relations, public service, and supervisory skills. \$18,329—\$23,801. Apply to: Kenneth Warren, Director, Lakewood Public Library, 15425 Detroit Ave., Lakewood, OH 44107.

#### SCHOOL LIBRARY

Director. Requirements: MLS and at least 5 yrs. experience at secondary and/or college level; knowledge of current technologies and information systems. Salary \$15,000 – \$20,000. Send resume to: Brother Edward Keefe, C.F.X., St. John's Prep School, 72 Spring St., Danvers, MA 01923.

STATE AGENCY

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- 1) PUBLIC LIBRARY CONSULTANT. Participates in development & implementation of new statewide plans & programs for library services, with emphasis on development of improved public library services; provides consultation & CE opportunities to public library staff & trustees in areas such as user services, administration, planning, LSCA, funding, remodeling & construction, establishment & merger of libraries, and proposal writing & grant management. Position requires demonstrated skills & abilities in consulting techniques; significant knowledge and experience in public library management and administration; extensive travel within service area.
  - 4 positions are available: 2 at the state library in Boise, and 2 (federally funded) field consultants, one in Moscow to serve north and southwest Idaho and one in Pocatello to serve central & southeastern Idaho. Beginning salary: \$22,194.
- 2) AUTOMATION CONSULTANT. Participates in development & implementation of new statewide plans & programs for library services, with emphasis on assessment, planning, development, coordination, and evaluation of automation projects; provide consultation & CE opportunities to libraries of all types. Position requires demonstrated skills in consulting techniques, and significant knowledge of current & developing applications of automation to all areas of library management & services. Beginning salary: \$22,194.
- 3) COLLECTION SERVICES SUPERVISOR. Manage all activities of the collection services section; direct workflow among units, manage materials selection & collection development, & coordinate resource sharing & statewide WLN usage. Position requires demonstrated skills & abilities in leadership and management; significant experience in collection development and information services. Beginning salary: \$23,296.

Completed applications must be received by March 29. For application forms, contact: Idaho Personnel Commission, 700 W. State St., Bolse, ID 83702; 208-334-2150.

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Consumer Class. cont. on p. 176H.

Consumer Classies For Sale continued from p. 176G.

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# **getting**A "Process for Planning"

### The real value of PLA's Planning Process is not in goal-setting

### by John Halliday

OOD PLANNING IS NEVER EASY," theorizes A Planning Process for Public Libraries, which then proceeds to offer its own cumbersome process as proof. Actually, planning is often easy and has been accomplished for many years by library professionals who know their communities.

Having participated in "The Process" for the library that I manage and having read the results of many other planning processes, I am convinced that better plans are more efficiently developed by competent librarians over considerable cups of coffee. So, should we dump the Public Library Association's planning process? No.

In its introduction, almost as an afterthought, A Planning Process states: "The political uses of [the planning process] could also be considerable." This understatement of the process' political value seems incongruous, since it is the process' political merit that is paramount. Its value as a planning tool is, at best, secondary. Anyone can develop a plan, but only through a process like PLA's can a plan acquire political acceptance in the 1980s.

There was a time when librarians and other professionals developed plans and standards. By what authority? By the authority of professional expert opinion. Who said libraries should have at least two volumes per capita? We did.

But over the past 20 years or so the authority of expert opinion in all professions deteriorated. The standards developed by library professionals became unacceptable.

Councilman: Why does the library need more money for

**Librarian:** Because the library only owns one book for every seven residents and the minimum standard is two books per capita.

Councilman: Where did you get that standard from? Librarian: From the American Library Association.

Councilman: You mean from librarians?

Librarian: Yes, mostly.

Councilman: I expect the barbers will soon be telling us how often we need haircuts.

Minimum standards for public libraries did not lose their relevancy, they lost their political clout. And so the Planning Process was developed.

The Process aims to produce plans for library service that are legitimate in the eyes of public funding authorities. Based on the theory that the opinions of ordinary citizens are politically more acceptable than those of informed professionals, The Process attempts to give library plans the appearance of being endorsed by the citizenry. And by using what may be viewed as bureaucratic hocus-pocus, The Process succeeds.

John Halliday is director of the Whatcom County Library in Bellingham, Wash.

To work its magic The Process requires a citizen committee and the seemingly endless collection of survey data.

In her critique of The Process (Library Journal, Jan. 1, 1983, p. 23-26) Mary Jo Detweiler questions the value of the survey-data collection necessary to the process. She cites the common goals developed through The Process at several libraries and asks, "which of them would not have been developed even without any data collection?" The answer, of course, is that survey data is almost useless as an aid in library planning. Little is learned from library surveys. But much may be gained politically from the use of surveys. City and county councils and other funding authorities that are used to ignoring librarians find it hard to ignore the recommendations of citizen committees that are based on citizen surveys.

Councilman: Why does the library need more books? Citizen: We—that is, the citizens of the library's planning committee—spent months studying the library's resources and the needs of our community. We received detailed survey data from library users and non-users, school students, and library staff and everybody thinks the library's book collection is too old and too small. The library currently owns one book for every seven residents. We—that is the planning committee—believe the library needs at least two books per capita.

Councilman: I see your point. And I would like to congratulate the committee, blah, blah. . . .

To ignore the democratically formed recommendations of a citizen committee is politically dangerous. The planning committee carries a big political stick.

Following months of meetings and the collection of mounds of data, the planning committee I worked with recommended a score of objectives for improved library services. Not one of the objectives had not previously been suggested by library staff. Ironically, in some cases the planning committee recommended trying to meet the very standards that The Process is supposed to replace. So I asked myself: How many of our goals and objectives would have been developed even without any planning process? Then I sat through public hearings and budget meetings and listened to a retired school administrator, a realtor, and a real housewife, among other planning committee members, defend the recommendations of the committee. Some of the recommendations received funding and the rest probably will too. So I asked myself a more pertinent question: How many of these goals and objectives would have received funding without The Process?

It seems odd that in an era that touts efficiency we are encouraged to engage in a clumsy and time-consuming process that results in a group of citizens saying the same things that librarians have been saying all along. But, after going through The Process, I am sure of one thing: The plans developed according to A Planning Process for Public Libraries stand a much better chance of being funded than the plans we think up over our morning coffee.

### **PLATEAU**

### In career-development attitude sampling, librarians see advancement as problem

### by Ellen Bernstein and John Leach

SURVEY OF MORE THAN 1,400 ALA members on needs for career development has concluded that career satisfaction for substantial numbers of librarians in the 1980s will have to take place in existing jobs. Although some one-third of the respondents feel they will move satisfactorily toward their goals, many librarians believe they will have to wrestle with limited opportunities for career advancement. In career development literature, this phenomenon is called a "plateaued condition."

#### Career development and training

Career obstacles. Thirty percent of survey respondents cited lack of available jobs as a major concern in this area. Relocation concerns ranked second (22%). A cluster of concerns ranked third and were related to achieving financial security (13%), internal (office) politics (10%), and difficulty gaining needed experience (10%). Approximately one-fifth of the total sample expressed no concerns about career obstacles. This last group was largely made up of librarians with over 20 years of experience, males, and senior management subgroups.

Respondents from the different library settings included in the sample (public, school, academic, and special) all ranked lack of available jobs as their primary concern. Special librarians appeared to be slightly more concerned than other types

Ellen Bernstein and John Leach are managing partners of The Chicago Consulting Center, a human resource research and development firm. The authors live in Wilmette, III., a community they say "possesses certainly one of the best public libraries in the United States."

### Why this study?

The Chicago Consulting Center was asked to conduct a survey of American Library Association members¹ regarding career development needs, problems, and plans. The study was prepared for the ALA Office for Library Personnel Resources (OLPR). The survey results are intended to assist OLPR in planning future career development services and programs for ALA members and others in the profession.

¹ALA has approximately 40,000 members. In selecting the sample for this survey, student members, foreign librarians, other special categories, and retirees were eliminated from the membership list, reducing the size of the list to approximately 25,200. A random sample of 10 percent was drawn from this list. A total of 2,519 questionnaires were mailed and 1,402 or 56 percent were completed and returned.

The study was designed to answer: 1) why people are attracted to library careers; 2) what librarians seek most in their careers; 3) what career plans librarians have; 4) what they perceive as obstacles to attainment of career goals; and 5) what they think about general career issues, e.g., adequacy of academic preparation, career progress, relocation, continuing education, etc.

Major OLPR planning issues guiding the study included: 1) how heterogeneous is the ALA membership regarding career development needs and what are the implications for ALA programs and initiatives?; and 2) when there are negative career development factors surrounding librarianship, which are within ALA's capabilities to address and remedy?

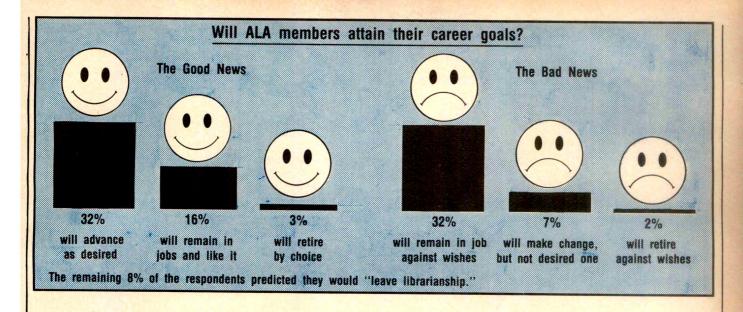
of librarians with achieving financial security and with "politics." Public librarians appeared to be more concerned than other librarians with difficulty gaining needed experience. Eighty percent of all types of librarians feel there are not good career opportunities where they work.

Achievement of career goals. Respondents assessed the probability that they would achieve their career goals. Fifty-one percent of all respondents predicted their career would take the direction they wished it to. Specifically, 32% felt they

would make a move in a desired direction (to a larger library, management, etc.); 16% felt that they would remain in present jobs and wished to do so; and 3% would retire and wished to do so.

Conversely, 41% predicted they would not achieve their desired career goals. Of these, approximately one-third (32%) indicated they would remain on their present jobs, but did not wish to; 7% would change jobs, but the change would not be to a desired position or organization; and 2% would retire but did not wish to retire. Eight percent of the total sample predicted

The reasons most often cited . . . regarding attraction to the profession were: "Love of books/reading," "Worked in a library and liked it," "Educational/academic environment," and "Desire to work with/serve others."



they would "leave librarianship." This 8% figure was consistent across all subgroups analyzed.

Job satisfaction. One section of the survey dealt with motivation in the work setting. The majority of the sample (82%) selected challenging/varied work as the most important factor in job satisfaction. Opportunities for growth/advancement

"The majority of the sample selected challenging/varied work as the most important factor in job satisfaction. . . . Least important to respondents was authority/influence over others."

and independence/autonomy were ranked second and third in importance respectively (45% and 38%). High salary was ranked second to last by the total sample (20%). Least important to respondents was authority/influence over others (3%). Clearly "salary" and "power" are not significant factors in job satisfaction. These patterns were similar for all librarians responding, regardless of type of library, years of experience, and management or nonmanagement positions sampled.

Why people become librarians. The reasons most often cited by the total sample regarding attraction to the profession were: "Love of books/reading," "Worked in a library and liked it," "Education/academic environment," and "Desire to work with/serve others." The second group of reasons included "An alternative to teaching," "Influence of a librarian," and "Interest in research."

Training needs. Regarding adequacy of library school training, slightly under half of all respondents agreed that the training they received was very good preparation for work they are doing. New librarians and school librarians were the most favorably disposed to their academic training. Least satisfied was the senior management group (in terms of preparation for their current management jobs.)

Computer and technology training and management development training (59% and 50% respectively) were most frequently mentioned as areas in which professional development is needed. The need for interpersonal skill training and for subject training (science, business, language, etc.) was noted by 20% of the total sample. Fourteen percent cited career planning as a professional need. (Because respondents could select two content areas, the percentages above total over 100%.)

The need for interpersonal skill training increased in importance with each succeeding seniority group (under 3, 3-10, 11-20 and over 20 years of service). The need for career planning programs decreased in importance with each succeeding seniority group.

For professional development, librarians would most likely participate in workshops and seminars (71% of the total sample). Professional association activities and reading professional journals ranked second (38% and 35% respectively). Regular university courses were noted



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by 24% of the sample; home study programs and computerized, programmed instruction were selected by 10% and 8%, respectively.

### Implications for libraries

As noted above, librarians are most motivated by challenging and varied work. High salary and the need to have authority or power over others fall at the bottom of their list of motivators. Advancement was ranked second as a motivator, although this option was listed on the questionnaire as the "opportunity for growth/advancement." Would "growth" without "advancement" be equally motivating? Perhaps this question should be explored further because it relates to how librarians feel about being "plateaued" in their careers.

Independence, autonomy, the opportunity to serve, job security, the opportunity to innovate, and pleasant coworkers were factors checked by 25% or more of the respondents as motivators. We conclude that, with the exception of advancement and job security, these motivators are controllable and are, in large measure, under the control of senior management in library organizations.

Senior management librarians, therefore, are challenged—perhaps as never before—to find new ways to motivate staff who do not have access to traditional rewards such as promotions. These new approaches (e.g., quality circles, job en-

"Slightly under half of all respondents agreed that the training they received [in library school] was very good preparation for the work they are doing."

richment, opportunity to innovate, team building, etc.) will most likely require acquisition of new knowledge and skills by all levels of managers in library organizations. This is a distinctive and pressing need in management development training

Perhaps one of the most surprising findings in the study was that a large number of respondents want feedback regarding job-related strengths and weaknesses. The conclusion here is that many libraries need to re-examine and improve their performance appraisal and performance feedback systems.

### Implications for ALA

While librarians, regardless of subgroup analyzed, are remarkably alike in several respects (why they are attracted to the profession; what they seek most in their work, etc.), in other respects they are quite different from one another. For example, the data suggest that entry-level librarians, the 3 – 10 year seniority group, nonmanagement people, and public and school librarians are more frequently troubled by career concerns and obstacles. These librarians need more help in career development areas than the over-20-year seniority group, senior management, or academic and special librarians.

ALA might also assist senior management in acquiring the skills necessary to motivate their staffs in the areas discussed above.

There appear to be numerous opportunities for ALA to exercise leadership in creating programs and services in areas of management development and career development for specific segments of its membership.

Note: As a result of the consultants' recommendations, the OLPR Advisory Committee has established a task force to explore these findings more fully and to develop additional career development activities. A copy of the survey report may be requested from OLPR, ALA, 50 E. Huron St., Chicago, IL 60611 for \$2 prepaid.

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Caroline Feller Bauer is also the author of This Way to Books.

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Supplement to the 4th Edition By Joseph Nathan Kane. 16pp. Spring 1985. ISBN 0-8242-0709-2 \$3 tent. U.S. and Canada,

An important addition to Facts About the Presidents, 4th Edition, which Choice calls "a reference room staple," this 16-page supplement updates the chapter on Ronald Reagan. It includes statistics and other information about the 1984 campaigns and the nominating conventions of all major and minor parties, complete election results, the full record of Reagan's first term, and coverage of the beginning of his second term, including inauguration, cabinet appointments, and important events through March, 1985.

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Offering concise biographies of 508 men and women who were the principal architects of reform in America from the seventeenth century to modern times, this book covers reformers from all political and ideological persuasions, from religious tolerance, labor rights, and prison reform to Native American rights, racial and sexual equality, and freedom of speech.

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### Sally Tseng: Two worlds, one mission

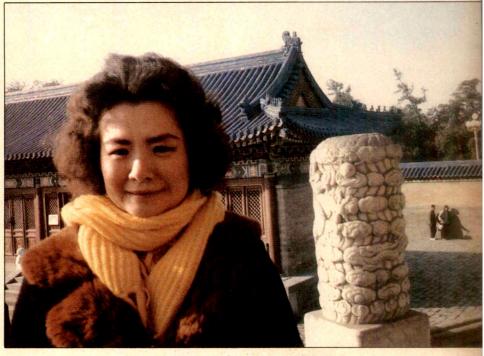
by Russell G. Fischer

few librarians are well-known enough to be household names in the library world; many others make significant contributions to the profession yet remain, for the most part, unknown and unheralded. ALA member Sally C. Tseng, principal serials cataloger at the University of California/Irvine, is one such librarian. In addition to holding down a demanding full-time job and parenting two young teens, Tseng makes the time to make a difference in the U.S. and Chinese library professions.

Tseng holds office in several library organizations, edits and writes for professional publications, and organizes and conducts workshops here and abroad. Calvin Boyer, university librarian at Irvine, remarks, "In my 20 years as a librarian, I've never come in contact with a person who devotes so much energy to the profession as Sally does."

Tseng's participation in professional organizations alone is overwhelming. On the state level, she serves as a member of the California Library Services Task Force and has recently been elected a council member of the California Society of Librarians. On the regional level, California State Librarian Gary Strong has appointed her to the multi-state Pacific Rim Library Information Services Committee. Nationally, she serves on ALA's RTSD Duplicates Exchange Union Committee.

Tseng is currently president of the Chinese-American Librarians Association, a position she feels particularly honored to hold.



Sally Tseng at the Imperial Palace in Beijing

As befits an academic librarian, she has a growing and respectable record of publications. Her LC Rule Interpretations of AACR2 and continuing supplements are published by Scarecrow Press. Paul Fasana, reviewing several similar publications in Library Journal, wrote, "The compilation by Tseng is, in several significant ways, the most convenient and useful tool for American libraries." In addition to having authored articles on AACR2, serials cataloging, and authority control, she is currently editor of the Journal of Educational Media & Library Science, published in Taiwan by Tamkang University.

Another of Tseng's contributions to the profession is her willingness to serve as a program organizer and workshop leader, and she has done both successfully in Ohio, Nebraska, Virginia, and California. She has also presented workshops for librarians in Taiwan. Last year she was invited to spend three weeks in China, where she conducted workshops and seminars in Wuhan and Beijing.

Tseng is fluent in several Chinese dialects, partly the result of spending the first 10 years of her life in Canton and then moving to Taiwan. She holds a degree in English literature from Soochow University and was awarded a scholarship to attend the University of Oregon's library school.

Sally Tseng's soft-spoken manner and diminutive appearance belie a woman who possesses self-confidence, technical expertise, and boundless energy. Recently, the profession has begun to take notice of her valuable contributions. She has received a career development award from the University of California, and the Chinese-American Librarians Association honored her with its Distinguished Service Award. When asked why she works so hard and devotes so much time to the profession, Tseng replied, "I find it very rewarding to share my knowledge and experience with others.

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American Libraries would like to introduce to its readers many more librarians who, like Sally Tseng, help us define who we are as professionals. With partial funding from a Jones—World Book—ALA Goals Award, we are pleased to offer \$100 to each author of a brief interview or profile accepted for a new "Who we are" series.

The articles will be published as onepage features; therefore manuscripts are limited to 700 words (about two-and-a-half typewritten pages, doublespaced).

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restrictions. ALA membership is not required. The subjects may range from, say, interesting librarians who are not generally known, to well-known librarians commenting on a timely matter. The main considerations should be freshness and relevance of content and readability.

AL editors will select manuscripts to be published; these become the property of AL. All others will be returned. An SASE is appreciated.

Label manuscripts WHO WE ARE and send to *American Libraries*, 50 E. Huron St., Chicago, IL 60611.

### youthreach \_\_\_\_\_

### Boston Public presents forum on teen suicide

### Scholastic Books and Boston Globe help produce replicable program

### by Kate Waters

n the evening of Feb. 5, 6:30 to 9, a capacity crowd of almost 400 filled the Boston Public Library Rabb Lecture Hall. As hoped, teenagers mingled with parents, teachers, librarians, reporters, and radio and TV personnel.

The subject was suicide.

The educational community, along with parents, is becoming increasingly alarmed at the high rate of adolescent suicide in the United States. More than 5,000 teenagers will kill themselves this year. For each death, five others will attempt to take their life.

#### Scholastic singles out Boston

In early December Scholastic Books (Jean Feiwel, editor-in-chief, Susan Raab, publicity) approached the Boston Public Library about presenting an open forum on the subject. Scholastic looked to Boston as the site for two reasons. Like many urban areas, Boston had experienced a marked increase in suicide attempts among its young adult population. Four recent deaths by suicide pact had received extensive media coverage.

"Surviving," a three-hour ABC-TV Theater Presentation, was scheduled to be broadcast Feb. 10. The television movie told the story of a suicide pact between two teenagers and its devastating effect on their families. Scholastic Books was to publish the novelization in January and had created a special teacher's guide to go with it. These events combined suggested that the library and Scholastic could provide a timely service by presenting the public forum.

#### Who the panelists were

The panelists were chosen from a pool of local experts to provide a balanced view of the issue. Thomas J. Cottle, a member of the Department of Psychiatry at Harvard Medical School, had frequently addressed the topic as an author and talk-show guest. Pamela Cantor is a local clinical psychologist and president-elect of the American Associ-

Kate Waters has been the young adult specialist at Boston Public Library for 10 years.

ation of Suicidology. Holly Hickler, a teacher at the Cambridge (high) School of Weston, Mass., had written *Vivienne: The Life and Suicide of an Adolescent Girl*. Vivienne had been Hickler's student. Shirley Karnofsky heads The Samaritans, an international suicide prevention organization based in Boston.

Here at the library, we have found that no panel intended for teenagers can be effective or complete without young adult representation; therefore, I asked Laura Grohe to participate. A high school senior and frequent visitor to the BPL Young Adult Department, she had spoken to several of my young adult literature classes. I knew she would be comfortable and articulate speaking before large groups of adults.

Panelists addressed the subject from their specialized perspectives. Cantor, having stated that the nation is experiencing an epidemic and that one adolescent will commit suicide on the average of every two hours, profiled the female and male victims. The girls, often first-born children, find it easy to give help but not ask for help, and frequently attempt suicide when a dating relationship threatens to end. Males seem to be loners, quiet, and have no firm sense of

self, community, or family. Boys often try drugs or alcohol first.

Of the social factors said to push youth toward suicide, Cantor listed the increase and acceptance of violence, the threat of annihilation by nuclear war, the dissolution of the family, intense social and scholastic competition, and a growing sense of futility.

Cottle emphasized that teens feel extreme humiliation over matters that don't bother adults, and parents too often deny that their child's pain can be unbearable. He faulted our culture for its self-interest, for not being attuned to caring for the child, for being in love with violence, and identifying violence with sexuality. Often young adults feel such despair, according to Cottle, that they will try to assert the one power left to them: the power to choose not to live.

Hickler talked about the issues she sees her students face daily and discuss among themselves. She identified four major pressures: How to seperate from family, how to integrate sexuality with caring, how to maintain an identity once established, and how to visualize a meaningful future. She hears students ask "What's it like when you're depressed?" And, "What helps?"

Karnofsky's Samaritans organization is set



Zach Galligan and Molly Ringwald starred in the ABC-TV presentation of "Surviving."



Scholastic's novelization includes a special nonfiction afterword describing the warning signs of suicide and where to find help or more information.

up to "befriend." It receives 250 calls a day, indicating that most people in distress feel none of their friends or loved ones want to listen.

The importance of friends was teenager Grohe's main theme. She had learned from experience that open and honest discussion among friends can prevent suicide. She described what it felt like "to have the nights seem so endless, to feel no hope at all." "If you can help one friend get through a night," Laura said, "they may thank you for the gift of their life."

All panelists agreed to participate without honoraria and also donated time for TV and radio interviews. The local ABC affiliate arranged a prescreening of the movie for the panelists and provided dinner. A local bookstore proprietor sold copies of books by the panelists and of *Surviving* outside the lecture hall.

#### How it was put together

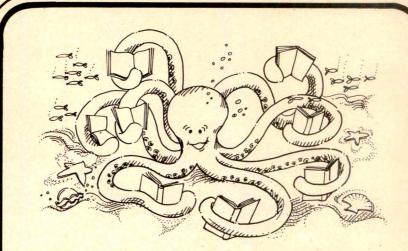
In its initial stages, the planning became a three-way effort. To help foster the widest advance coverage, Stephanie Loer, children's book-review editor at the *Boston Globe*, joined the planning group.

The program date was chosen to precede the television program. Scholastic agreed to provide support material. Packets including articles on teen suicide, a release alerting people to the airing of the movie, a copy of *Surviving*, and the Scholastic study guide were sent to media persons, crisis centers, churches, and the Boston Public Schools main office. The *Boston Globe* included an announcement of the program in its newsletter to 6,000 area teachers.

Because the intended audience for the program was teenagers as well as professionals and parents, the library did an extensive mailing to YAs.

The unusual cooperation among the three institutions resulted in a successful program that prepared the Boston community for the emotion-packed TV movie. It may also have alerted others to the escalation of adolescent suicide.

Librarians who would like to replicate the program may call or write this author at Boston Public Library for further information (617-536-5400, ext. 334).



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### ala and you

### Midwinter wrap-up

### More business and news highlights from the Washington meeting

### Presidential hopefuls talk at youth groups forum

Al Trezza, Donald Sager, and Regina Minudri, candidates for ALA President 1986–87, fielded general questions as well as youth-service queries at an open forum sponsored by the American Association of School Librarians, the Association for Library Services to Children, and the Young Adult Services Division Jan. 6.

At the door, Minudri campaigners distributed a 2-page sheet, "Ideals, Insights, and Ideas" outlining the concerns of the Berkeley (Calif.) public library director, a member of the ALA Executive Board. Candidate Sager, Milwaukee (Wis.) library director and former Public Library Association president, voiced 15 major goals in answering the first question. Trezza, an associate professor at the Florida State University library school, promised "constructive solutions" to all ALA problems based on his executive experience at the National Commission on Library and Information Science, the Illinois State Library, and ALA.

The candidates generally agreed on the need for freedom of access for young people as well as adults, stronger professional training for youth librarians, and the ALA strategic long-range planning process. Trezza added, however, "all we do is plan—with no implementation. The bottom line is implementation."

#### Plea for sliding scale

Frances Sedney, children's coordinator at the Harford (Md.) County Library, dropped a bomb into the discussion by complaining, "It's unfair to charge the same dues to a young adult librarian earning \$8,000 a year as to you directors and library educators!"

Sager replied that ALA should review and reassess the single personal dues issue. He also said he is dissatisfied with the Operating Agreement between ALA and its divisions. He said the agreement needs reassessment. "The stronger the divisions, the stronger the

Association," he said.

Trezza said the operating agreement needs time, not a reassessment. Staff can work out the problems, he believes. "I'd rather see us fight on policy issues," he said.

Minudri proposed that "we stop tinkering

Minudri proposed that "we stop tinkering with the machinery of ALA governance." She told Sedney: "Let's work together, Frances."

Deputy Director Roger Parent asked the final question: How can the youth divisions cooperate and coordinate yet maintain healthful competition?" Minudri said "We need real cooperative efforts; we need to look at goals and standards and agree on definitions." Sager said "We need to collect information about our common needs, sort out individual responsibilities, and avoid duplication." Trezza recommended setting priorities and addressing common problems.

### . . . and candidates respond to social-issue questions

Only some 60 persons hurried their Saturday night dinner to hear the presidential candidates sound off at a forum sponsored by the Social Responsibilities Round Table; but the words flowed freely from the podium and filled the two-hour time slot.

#### Jobs outnumber applicants

Following the pattern of 1984 Annual Conference Placement Center statistics, job listings at the Midwinter Placement service outnumbered applicants 510 to 416.

Buzzing with interviews during its 3½ days of operation, the center had far more listings for technical services positions (97) than applicants (43), and also saw fewer applicants than jobs in children's services. Applicants exceeded jobs only in the reference and academic and public library administration categories.

The candidates will present official platforms in the election ballots sent to all personal members this spring. Paraphrased below are selected comments offered at the SRRT forum:

On whether ALA should involve itself in social issues such as abortion, or stick to such library issues as accreditation.

DONALD SAGER: Every professional organization needs to give prime energy to issues that concern the members—nuclear disarmament as well as pay equity. Let the public know where the organization stands!

REGINA MINUDRI: We live in the world, we have to be concerned. We have the best case when we can make connections between the world's interest and ours. I have no trouble making connections. We have to be willing to speak out, and ALA has—mostly—healthy, literate debate.

AL TREZZA: I take a middle road. We only have so much time and energy, and we can't do everything. I'm active in ALA to fight for library causes. Our rightful role is to disseminate information. Sure, we can oppose war, like everyone; but we can't get to all the library issues, those that affect our very reasons for existence.

On fees for library services.

MINUDRI: I'm against fees for use of databases, whatever their source.

TREZZA: If you define information as a commodity, the next thing is to charge fees. But if you see it as a public good, then it should be free. We must budget for acquisition of databases.

SAGER: Many services, especially in small libraries, could not be offered without a fee. I'd lean toward providing the service, then working for full access for everyone.

On getting libraries on Reagan's agenda. TREZZA: First, we have to work on the U.S. Department of Education to be an advocacy force for libraries. The Administration has to be overridden through Congress.

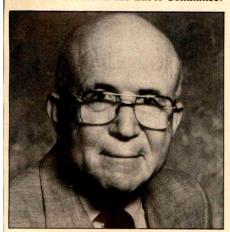
SAGER: Go over Reagan's head—to the people. Work through ALA chapters in getting congressional support.

MINUDRI: I agree. Let's just get the money spent on one MX missile!

<sup>\*</sup>available from Regina Minudri, Berkeley Public Library, 2090 Kittridge St., Berkeley, CA 94704.

### Hawkins lauded at GODORT

During a session of the Government Documents Round Table (GODORT), Bernadine Hoduski, professional staff member of the Joint Committee on Printing and long a GODORT leader, praised Rep. Augustus Hawkins (D-Calif.) as "one of the most supportive members for libraries and public access to information." Later, Hoduski told AL, "It's not only the legislators running around saying they support libraries we can count as friends, but also those who quietly do the things that help our causes." Hawkins chaired the JCP the last two years and serves on the Joint Committee on the Library and the House Education and Labor Committee.



Rep. Hawkins: unsung library pal

Hoduski also praised Government Printing Office (GPO) improvements and predicted that electronic storage and on-demand dissemination will be the salvation for government-document library services. "Who wants to acquire and maintain, say, the latest series of 40,000 Department of Defense documents?" she remarked.

Hoduski also voiced Committee support for a proposal to correct and update the cataloging records of the Government Printing Office—those used to produce GPO's Monthly Catalog. The cleanup would enable libraries to accept retrospective records with little review. Spearheading the project is Judy Myers, University Park Library, University of Houston.

The scale of the Depository Library Program was indicated in new statistics provided by Joseph McClane of GPO: 1,388 libraries are part of the system. Of 232 inspected last year, six fell below standard.

### IFC responds to revisionism

In the wake of the recent California Library Association dispute over "revisionist" literature claiming the Nazi Holocaust never occurred (AL, Jan., p. 5-8), the Intellectual Freedom Committee discussed the controversy. After hearing a report on "Revisionist Literature and the Library Bill of Rights," the committee debated whether there was a need to take an action specifically addressing

### Acts of Council, Jan. 7-9, 1985

At the ALA Midwinter Meeting in Washington, Council took action on the items listed below by Council document number. To obtain any document, please send your request with a self-addressed stamped envelope to Miriam Hornback, Council Secretariat, at ALA Headquarters.

**CD11.** The ALA Strategic Long-range Planning process (published in *AL*, Feb. p. 225 – 26.).

CD15 and 15.1. Partial draft of the ALA Commission on Freedom and Equality of Access to Information report and Intellectual Freedom Committee concerns. Council ruled that the draft be discussed at Annual Conference hearings. Please send 40 cents in stamps for CD15. Comments may be directed to commission Chair Dan Lacy, ALA President E. J. Josey, or Executive Director Robert Wedgeworth.

CD14. The right of members to attend membership and Council meetings, whenever and wherever held, for a two-year trial period, by showing either a conference badge or a current membership card.

CD16 and 16.1. Constitution and Bylaws Committee reports recommending changes in the selection of the Planning and Budget Assembly, the nomination of Council members, and the identification of nonsalaried and part-time librarians as personal ALA members.

CD18. The International Youth Year

CD20. Retention of the FCC Fairness

Doctrine.

CD21. Apartheid information, urging sanctions against South Africa and dissemination of information.

CD22. Establishment of a \$17,500 minimum starting salary, referred to the Office for Library Personnel Resources.

CD24. Concern over the suspension of the Italian National Bibliography.

CD25. The Minority Concerns Committee report, recommending word changes in ALA Policy 3.2, expressing concern on the Indian education program, and opposing a proposal to make English the official U.S. language.

CD26. The Awards Committee report, endorsing a new EBSCO/JMRT scholar-ship.

CD27. The Endowment Fund report, inviting endowment trustees to report to Council at Midwinter and Annual Conference

CD28.1. Opposition to the Reagan Administration's zero funding for library programs.

CD28.2. Reauthorization of the Higher Education Act.

CD28.3. Opposition to the U.S. with-drawal from UNESCO.

CD28.4. Endorsement of Books in Our Future.

CD28.5. Opposition to the U.S. Office of Management and Budget Circular A-76.

**CD28.6.** A protest against the U.S. Labor Department downgrading of librarians by placing them on a traditionally non-professional wage register.

CD28.7. Formation of a coalition on access to government information.

CD29. Reaffirmation of freedom of expression of foreign nationals, referred for rewriting.

CD30. Committee on Organization revision of the Joint ALA/Society of American Archivists function statement.

T1. A tribute to the late Bradford Chambers.

T2. A salute to the New York Library Club on its 110th anniversary.

the issue; the consensus was that revisionist literature is already covered by the Library Bill of Rights and that no other action is necessary. "I don't think there's any question that revisionist literature is "merely"—quote-unquote—a point of view," said Office for Intellectual Freedom Director Judy Krug.

The IFC also expressed concern over the trend of putting controversial materials on restricted shelves in school libraries, limiting them to older students or students with parental consent. Restriction is being hailed by many as a victory against efforts to ban books altogether, but it often limits materials to readers of an inappropriate age. "The more publicity this gets," said Krug, "the more it will become the entrenched solution." The committee plans to conduct a campaign to "reeducate" libraries, civil

liberties groups, and the media on the fact that restriction is not an acceptable alternative to censorship.

### Oboler Award

The Intellectual Freedom Round Table is developing an Eli Oboler Memorial Award to recognize outstanding writing on intellectual freedom topics. The biennial award honoring Oboler, a founder of the Freedom to Read Foundation and a prolific author, will be taken to the Awards Committee for approval at Midwinter 1986. The IFRT also announced that its 1985 John Phillip Immroth Memorial Award, honoring notable contributions to intellectual freedom, would be presented to Freedom to Read Foundation President William D. North at the group's program in Chicago.

The IFC, IFRT, and division intellectual

### Systems firms introduce new products & services

Among the hundreds of new and recent high-tech offerings seen at Midwinter were the following: Additional information is available from the suppliers at the addresses given.

Gaylord Information Systems, Box 4901, Syracuse, NY 13221 (800-448-6160): With a new name, reorganization, and beefed-up staff to distinguish itself as an all-out service company in library automation, GIS has packaged its tried-and-tested collection of systems as ARMS—Automated Resources Management Systems. Backing up such services as catalog and circulation conversions is an IBM 4361 mainframe at the Gaylord Service Bureau. GIS's standalone public-access catalog system, with provisions for growth, is the GS-3000.

OCLC, 6565 Frantz Road, Dublin, OH 43017 (800-848-5878): Two new retrospective conversion systems are based on micros used at local workstations, with batch access to the OCLC Online Union Catalog. MICRON is the retrospective conversion set-up that allows local input onto diskettes for subsequent automated searching of the OCLC database. SC350, for serials control, enables decentralization plus access to the 600,000 serial records of OCLC's base. OCLC has also announced OCLC Micro, a magazine for users of its M300 Workstation and the IBM PC.

Dynix Automated Library Systems, 1455 W. 820 North, Provo, UT 84601 (801-375-

2770): the year-and-a-half-old firm uses the PICK operating system with simple-English commands and software that can be run on 20 different hardware systems. With some 27 library clients, small to moderately large, Dynix says it can install hardware/software packages for as little as \$35,000.

Data Phase, 9000 W. 67th St., Shawnee Mission, KS 66202 (913-262-5100): Opting for private-suite showings of its ALIS and Eastwind systems as well as a small exhibit, Data Phase was pleased with Midwinter response to its expanded line of software/hardware packages: ALIS III/Tandem, ALIS II/Data General, and Eastwind Full Circulation/IBM PC.

Geac Computer Corp., Ltd., 350 Steelcase Rd. West, Markham, Ont., Canada L3R 1B3 (416-475-0525): Fast-growing Geac showed the breadth of its offerings, from the OCELDT Library System that runs on IBM micros to the two-gigabyte online storage capacity of the Thompson CSF optical (digital) disc.

CL Systems Inc., 1220 Washington St., West Newton, MA 02165 (617-965-6310): CLSI announced an agreement with Blackwell Library Systems, Inc., to develop, market, and sell Blackwell's computerized Perline 100 Serials Control and Bookline 100 Acquisition Systems. The Blackwell systems will be offered as standalone units as well as integrated modules with CLSI's LIBS 100 system. Meanwhile, Blackwell, 310 E. Shore

Rd., Great Neck, NY 11023 (516-466-5418), announced Version 4 of Perline/Bookline, integrating the systems and providing multisite capabilities.

Microdata Corp., P.O.B. 19501, Irvine, CA 92713 (714-250-1000): The McDonnell Douglas Information Systems Group has entered the library systems market with an integrated set of software modules for cataloging, inquiry, circulation, monographic acquisitions, and serials control. Called URICA, the system uses the highly rated software (REALITY) developed for Microdata's 6000 and 9000 computers. A range of packages from about \$8,000 to \$100,000 are being offered for libraries of all sizes. Now "Americanizing" the system used by the National Library of Wales and some 30 other installations overseas, Microdata is receiving inquiries c/o Pat Barkalow at the address above.

Data Research Associates, Inc., 9270 Olive Blvd., St. Louis, MO 63132 (800-325-0888). Two new modules for Data Research's ATLAS system were announced at Midwinter: D-SIRE is a keyword indexing utility suitable for a range of textual databases from encyclopedias to community resources; it is available to ATLAS users and other libraries using VAX-VMS or Rainbow hardware or IBM PCs and compatibles. Reserve Book Room is a subsystem of ATLAS's CIRCLE circulation module specifically designed for academic libraries.

#### (Continued from previous page.)

freedom committees will present a program at the Chicago conference on the motion picture ratings system and its effect on libraries that circulate videocassettes. The IFC is also planning a joint program with the American Association of Publishers Freedom to Read Committee commemorating the 250th anniversary of the press-freedom trial of John Peter Zenger.

### AASL looks to shared effort for more division autonomy

The board of directors of the American Association of School Librarians was told by its ad-hoc committee investigating federation governance that any attempt at this time to make major changes in the structure of ALA is likely to fail.

The committee, charged with making recommendations on the feasibility and advantages of moving ALA toward a federated structure, pointed out that the divisions were putting much greater pressures on the parent body for federation back in 1971, and the effort did not succeed then.

However, the committee felt that it would be possible to move ALA toward a structure with stronger, more autonomous divisions by working in cooperation with other units. With this in mind, AASL will invite representatives from the other divisions to a meeting at Annual Conference in July to identify areas of mutual concern, examine solutions to these concerns, and set up a structure or mechanism for interdivisional communication and cooperation.

AASL's top priorities for change in ALA, according to the committee's report, should be: adoption of a Council policy allowing divisional conferences every two years instead of three; computer and accounting services providing better fiscal reporting, more detailed membership statistics, and more useful demographic information; dues options allowing new avenues for membership in divisions; and governance changes providing proportional representation of divisions on Council and the Executive Board.

Other recommendations were that AASL members become more involved in the activities of ALA, and that AASL's board of directors and staff work more effectively within the present structure of ALA.

The idea of cooperation among divisions with shared concerns was also emphasized at a meeting of the executive committees of AASL, the Association for Library Service to Children, and the Young Adult Services Division, continuing a dialogue begun at the AASL conference last November. The topics discussed at the joint meeting included: implementation of the recommendations in Alliance for Excellence; increasing the divisions' visibility and building a power base, both within ALA and outside the Association; the loss of juvenile programs in library schools; the establishment of youth-services specialists at the state level; and finding new ways for the divisions to generate funds within ALA.

Earlier at Midwinter, the presidents of ALSC and YASD submitted a response to AASL's Future Structure Report stressing the benefits of divisions working together. Pointing out that the three youth divisions have a combined membership of over 10,000, the response claimed that many of the perceived constraints cited in the Future Structure Report could be eliminated through cooperative efforts among ALA units.

(Continued on p. 190.)

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### RTSD group gets lessons in weeding

The chock-full agenda of the Resources and Technical Services Division included two lively items at a session of the Chief Collection Development Officers of Medium-Sized Research Libraries Discussion Group.

Cecily Johns of the University of Cincinnati offered lessons gained after a year's project to involve faculty members in the weeding process. The library had invited faculty to review books suggested for weeding from the main library's science collection. Some of the lessons: Weeding is a political process, whether overt or covert; weeding is but one alternative in a collection "review" among others such as remote storage; one's trash is another's treasure, and faculty cannot be second-guessed; librarians must be prepared for serious challenges and high emotion when involving faculty or students; it is ideal to begin with a written policy, one prepared with faculty participation; the time to weed is not summer, when faculty are gone; and decide in advance the disposition of weeded books and let faculty know.

William Schenck of the University of Oregon provided an update on the Library and Information Resources in the Northwest (LIRN) Program to map and share resources.

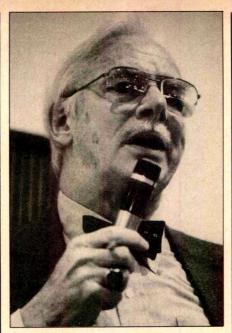
### OCLC issues major statement on database copyright

At a Midwinter hearing of the ALA Bibliographic Databases Task Force, OCLC President Rowland C.W. Brown told a standing-room-only crowd that OCLC would depend upon contractual language—not copyright—to protect its database, but that copyright would be used to prevent infringements where no contract exists. "[Invoking] copyright is a final step that has very limited application in our judgment," Brown said. "Contractual language should govern in 99-44/100 percent of cases."

Although Brown clarified to some degree OCLC's intent in registering its database for copyright and using copyright against infringers, comments from the assembled group revealed continuing disagreement with OCLC's actions and confusion on many fronts. Brown was repeatedly asked to explain OCLC positions on a variety of matters related to database use.

A major question underlying discussion of copyright and contracts appears to be the relation of OCLC to its affiliated regional networks (AMIGOS, NELINET, etc.). OCLC is having difficulty agreeing on a contract with the networks. Networks are wary of contract language they consider restrictive of database use.

Statements made on behalf of two affiliated regional networks strongly objected



OCLC President Rowland Brown responds to questions at a Midwinter task force meeting.

to copyright of the database and proposed contracts.

According to Louella Wetherbee, executive director of AMIGOS, the AMIGOS board of directors has said that if the OCLC copyright stands, AMIGOS and its members must be regarded as co-owners of the OCLC database. As such, they will guard against illegal use of the database.

Charles Lowry, vice chair of the SO-LINET board, said the regional networks are as much members [of OCLC] as individual libraries and should be able to use data as they see fit. Only when third parties are involved do database-use issues need resolution. OCLC could demonstrate its good faith in this situation by submitting a corrected copyright application showing joint ownership of the database by the more than 4,000 OCLC libraries, Lowry said. He remarked that OCLC has made extensive claims on the database in contracts with members during the past year.

#### Brown statement

In a nine-page statement released to the Bibliographic Database Task Force at Midwinter, Brown said that "OCLC does not own any of the records in the database and has not claimed ownership of them. . . . What is important is what is done—what can be done—with those records." He stressed that the database must be protected for the benefit of all members against unauthorized

Asked to describe unauthorized use of records that could damage members' benefits, Brown gave two examples: 1) multiple-institution OCLC tapes are given to another enterprise in return for benefits to those institutions, and the tapes can then be used to

offer cataloging and retrospective conversion services in competition with OCLC nationwide, and 2) an OCLC member with a local online system sets up an online catalog and offers cataloging services to members and nonmembers, in effect creating an online catalog outside of OCLC and denying other members the benefit of that database.

Such situations hurt the cooperative effort, Brown replied to still another questioner, because the libraries involved may no longer be OCLC members and their records would not be available to other members. Furthermore, institutions gaining revenue from the database with no investment of their own are taking advantage of OCLC's investment, he said.

"The OCLC database depends for its very existence and for its continued growth on a tenuous commitment by its members to contribute to it and on their willingness to submit to—even insist upon—a certain discipline in its use that will not permit its erosion, either by themselves or others."

#### Contract language all right for 300

Brown said that 300 OCLC members in the Pacific Network have signed contracts containing stipulations governing their use of the database, and "have not challenged such language as either burdensome or inappropriate." OCLC has favorably accommodated a variety of requests from institutions wanting to use database records in "unusual" ways or to share records with nonmembers, he said.

Another question that hovered around the edges of the discussion, but was not resolved, was whether offline products of the database are covered by copyright. Although Brown said OCLC offline products are not covered, Wetherbee of AMIGOS said a union listing provided to an AMIGOS member by OCLC had a copyright notice on it. Representatives of two other networks—the Research Libraries Group and the Washington Library Network—said that none of their products are copyrighted.

#### Help from advisory groups

Brown's remarks at the meeting were based in part on recommendations made by two special advisory groups to OCLC: the Committee on Copyright Alternatives (COCA), comprised of two OCLC Users Council members, two OCLC board members, and one OCLC manager; and the Select Committee on Third Party Use, made up of eight librarians.

The OCLC Board has approved—on advice from COCA—a committee representing the library community to study issues and problems arising from interpretation of OCLC guidelines for database use. It also agreed that "supplemental net income" derived by OCLC from authorized outside use of the database be applied to improving the quality of the database for the whole library community.

The two advisory committees each de-

vised guidelines for database use. Their guidelines, reports from OCLC management, and comments from the OCLC Users Council were on the agenda for the February meeting of the OCLC Board.

The ALA Bibliographic Databases Task Force, chaired by David Laird, will report to ALA Council at Annual Conference in Chicago on its recommendations for minimizing restrictions on members' use of records in online databases.

### Successor to public library "standards" still unfunded

"The project won't die without funding, but it would be on its deathbed," Nancy Bolt told fellow members of the Public Library Association New Standards Task Force in an open meeting at Midwinter. She was speaking of "The Public Library Development Program" that the task force has been shaping for more than a year as a package that might serve libraries better than fixed standards for measuring up to community needs.

The program failed to get an implementational grant from the Department of Education, but at Midwinter there were signs that partial support might come from state library agencies through a plan coordinated by the Chief Officers of State Library Agencies (COSLA). Under this plan, each state would

### Independents want round table

The Independent Librarians Initiative Group, consisting largely of consultants and free-lance librarians, is seeking round-table status in ALA, it was indicated during the group's Midwinter meeting. Those who might be interested in becoming a member of the round table may write Margaret Bennett at Pro Libra Assoc., 106 Valley St., South Orange, NJ 07079.

The group plans an Annual Conference program on "How to Respond to an REP."

contribute at least \$1,500 for research and development resulting in four products: a manual for local library planning, a manual for determining roles of the library in the community, a manual for identifying and collecting management data for evaluation purposes, and the design for a computerized public library data service.

The task force has chosen Charles Mc-Clure, University of Oklahoma School of Library Science, as project consultant.

The task force will also seek funding from other sources such as the Urban Library

Council, and, in another grant proposal, from the Department of Education.

Chaired by Karen Krueger of the South Central Library System, Madison, Wisc., the task force is coordinating with other ALA units engaged in related projects.

Earlier reports appeared in AL, Feb. 1984, p. 104, and July/Aug. 1984, p. 521.

### Accreditation continued for four graduate programs

The Committee on Accreditation acted at the Midwinter Meeting to continue the accreditation of four graduate library education programs leading to the first professional degree.

The programs are master of library science at the University of British Columbia School of Library, Archival, and Information Studies; the University of Maryland College of Library and Information Services; and the University of Pittsburgh School of Library and Information Science; and the master of science at the Pratt Institute Graduate School of Library and Information Science.

The committee also removed the "conditional" from the continuing accredited status of the Queens College Graduate School of Library and Information Studies master of library science program.

### **NEW ALA ANNOUNCEMENTS**

### Name your candidates for ALA president and Council

The 1985 – 86 ALA Nominating Committee chaired by Fred M. Peterson requests that ALA members suggest candidates, including themselves, to run for vice-president/president-elect and for Council.

The winning candidates will be elected to serve as vice-president/president-elect in the 1986-87 term or as councilors for four years beginning at the close of the 1986 Annual Conference.

Suggestions must be sent by April 1 to Fred M. Peterson, University Librarian, Illinois State University, Normal, IL 61761. Other members of the Nominating Committee are John Corbin of the University of Houston, Margaret Crist of the Central Massachusetts Regional Library System, Margaret Kimmel of the University of Pittsburgh library school, and Clifford Lange of the Carlsbad (Calif.) Public Library.

Write Peterson for a nominee suggestion form or provide all the following information: specify nomination for vice president/president-elect or Council member, and give each nominee's name, address, present position, current ALA participation (major offices, memberships, or activities), participation in state, regional, and other offices (major offices, memberships, or activities),

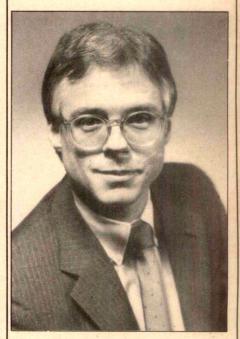
other professional accomplishments or pertinent information regarding the nominee. Include your own name and address and (optional) the sex, race, and business phone of the nominee.

### Berry of Northern III. U. is new LAMA director

John W. Berry, assistant professor and systems development librarian at Northern Illinois University Libraries, has been appointed executive director of ALA's Library Administration and Management Association effective April 1. The position was formerly held by Roger Parent, now deputy executive director of ALA.

Berry, 37, earned his undergraduate degree, a master's in social studies, and an MLS at Indiana University, where he also began his library career as a microforms assistant. In 1974 – 80 he served as Public Services coordinator at the Gannett-Tripp Learning Center at Elmira College. He began at Northern Illinois University as acting head of the Reference Department in 1980.

Berry has led workshops, lectured, and written extensively on nonprint materials, art, and library management. With Alphine W. Jefferson, he co-authored Racism in America: Patterns and Trends, to be published by ALA this year. An ALA member



John W. Berry

since 1974, he is current membership promotion task force chair for Illinois and a member of the Committee on Organization.

(Continued next page.)

### Dormitory housing available at ALA Annual Conference

Dormitory housing will be available to conference goers at the Lake Shore Campus of Loyola University, 6525 N. Sheridan Road. The university is located about nine miles north of downtown Chicago and the conference hotels. Public transportation—both buses and trains—is easily accessible to the residence hall. In addition, ALA will provide shuttle bus service to downtown hotels. Limited parking is available; apply for parking permits upon check-in.

ALA conference participants staying at Loyola will be housed in Mertz Hall, a modern, 19-story high-rise dormitory overlooking Lake Michigan and downtown Chicago. To apply for your Loyola University dormitory accommodations, fill out the form on this page.

### PLA I&R workshop at Chicago conference

The Public Library Association Community Information Section has scheduled a practical workshop program, "Community Information and Referral: Essential Skills for Success" at Annual Conference in Chicago.

The program will include five concurrent topical workshops for libraries actually involved in or planning to set up I&R services.

The program is scheduled July 7 from 9:30 a.m to 12:30 p.m. For information contact Cheryl M. McCoy, Montclair Public Library, 50 S. Fullerton Ave., Montclair, NJ 07042 (201-744-0500), or Beth E. Wladis, New York Public Library, Community Information Service, 455 Fifth Ave., New York, NY 10016 (212-340-0914).

### =new ala pubs=

The following new publications may be obtained from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611. Standing Order codes (SO:) are listed after price, below. For details, please write Paul Kobasa, Marketing Manager.

Great Library Promotion Ideas: JCD Library Public Relations Award Winners and Notables 1984, edited by Ann Heidbreder Eastman and Roger Parent. Program details from 40 John Cotton Dana award winners, guaranteed to fuel the imagination of every librarian with little money but lots of enthusiasm. 68 p., \$8.95, SO:ABCDIJ (0-8389-3318-1, 84-24446).

Basic Budgeting Practices for Librarians,



From Great Library Promotion Ideas

by Margo C. Trumpeter and Richard S. Rounds. Program and line-item budgeting explained for both beginning and experienced administrators and students. 166 p., \$25, SO:ACI (0-8389-0399-1, 84-20503).

Science Books for Children: Selections from Booklist, 1976 – 1983, edited by Denise Murcko Wilms. A useful compilation of annotated citations describing 500 of the best trade science books for children, chosen primarily from titles reviewed in Booklist. 160 p., \$15, SO:ABCDGH (0-8389-3312-2, 84-12420).

(Continued on p. 199.)

(Cut out or photoduplicate form and mail to Housing Office below. See housing story above.)

To: Housing Office ALA Conference: c/o Kim Shambrook 6525 North Sheridan Road Chicago, IL 60626			American Library Assn.	Dormitory Housing rsity of Chicago, III. Annual Conference o—July 6-11, 1985
I (we) request accommodations as specified in	the information a	and notes below	v:	
Check one please: Single		Double Occupancy	\$16/prsn./night without dail \$18.25/prsn./night with dail	
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Departure date/hour	(a.m./p.m.)	Departure da	ate/hour	(a.m./p.m.)
Male ☐ Female ☐		Male 🗆		
ALA will provide shu	ttle bus service to	conference ho	tels from Loyola University	

**Notes:** Conference participants will be housed in Mertz Hall, a 19-story highrise facility overlooking Lake Michigan. Men's and women's floors alternate, but accommodations are available for couples. Dormitory has both vending machines and laundromat. Public transportation (some 30 minutes to downtown hotels) is within walking distance.

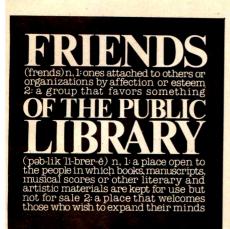
All applications must be received by June 1, 1985, along with deposit for one night's lodging. Make checks payable to Loyola University; credit cards not accepted. Remaining charge must be paid in full upon arrival. Confirmation will be sent with remaining charge listed. Suites include shared shower/toilet facilities.

Date	Date
Signature	Signature

SELECTED RESOURCES FOR CURRENT AWARENESS

The Source highlights useful items in major areas of library/information activity. Send materials to department editor Gordon Flagg, American Libraries, 50 E. Huron St., Chicago, IL 60611.

### =publicity=



Well-defined friends. T-shirts, sweatshirts, canvas book bags, and mugs featuring this design are available for Friends of Libraries groups to use in promotional or fundraising efforts. The design can also be customized to include the name of any library. For a catalog describing the items write the Griendling Line, 144 Barbara Circle, Elizabethtown, KY 42701.

**The "E.T. Buy-a-Brick"** campaign held by the Clarendon County Public Library in Manning, S.C., was the winner of the 1984 Southeastern Library Association Library Promotion Contest.

The campaign, part of a drive to raise

\$349,000 to build a new library, began on "E.T. Day," when the Extra-Terrestrial came to the library to meet the children of the county and tell them how they could help by buying an E.T. t-shirt for \$5 and a brick for \$1.

In later weeks E.T. visited the 15 schools throughout the county, selling over \$10,000 in bricks—enough to cover the cost of all the bricks used in the new building. The school that bought the most bricks got to choose the contents of a time capsule that would be buried in the new library, to be opened in the year 2033.

The judges of the competition, members of the Georgia chapter of the Public Relations Society of America, cited the library for its 'exceptionally creative campaign, which accomplished two of the contest's stated objectives, public awareness and fund-raising.' The 22 entries represented every type of SELA member library.



SELA Public Relations Committee Chair Jean Cornn poses with a prize-winning E.T. t-shirt from the Clarendon County Public Library.

## when they could help by buying an \$\frac{1}{2}\$ \$\frac{1}{2}\$ \$\frac{1}{2}\$ and a brick for \$1. Filmland fiction. Some 500 novels set in Hollywood and featuring characters who work in the film industry are described in The Hollywood Novel and Other Novels about Film, \$1912 - 1982\$, by Nancy Brooker-Bowers. The

Hollywood and featuring characters who work in the film industry are described in *The Hollywood Novel and Other Novels about Film, 1912 – 1982*, by Nancy Brooker-Bowers. The chronological listing ranges from *Tom Swift and His Wizard Camera; or, Thrilling Adventures While Taking Motion Pictures* through contemporary murder mysteries and *romans a clef.* Annotations give plot synopses and brief analyses of themes and characters, and tell whether the author was involved in the film industry and if the novel was filmed. Author and title indexes are included. 300 p., \$30 from Garland Publishing, Inc., 136 Madison Ave., New York, NY 10016 (0-8240-9007-1, 83-49307).

**bibliography** 

Black Media in America: A Resource Guide lists 4,069 items dealing with black-owned or black-oriented newspapers, book and magazine publishers, radio and television stations, public relations and advertising firms, and communications organizations. Most of the entries for books and dissertations and many of the entries for journal and newspaper articles are annotated by compiler George H. Hill. The 333-page volume includes an author/subject index. \$50 from G.K. Hall & Co., 70 Lincoln St., Boston, MA 02111 (0-8161-8610-3, 84-15672).

The development of science fiction as an independent literary genre is documented in Science Fiction in America, 1870s-1930s. Calling his bibliography "comprehensive but not definitive," compiler Thomas D. Clareson emphasizes American authors but includes major foreign writers such as Jules Verne and H.G. Wells whose books were published in the U.S. The 838 annotated entries also include key titles from related genres such as fantasy and horror.

Clareson has also assembled a collection of nearly 100 important science fiction novels from the period to be microfilmed by Greenwood Press in conjunction with the bibliography. 305 p., \$35 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (0-313-23169-9, 84-8934).

**Drug and alcohol abuse** is a problem found in all segments of society; two new annotated bibliographies list materials on the subject as it relates to young and old population groups.

Substance Abuse Materials for School Libraries, by Theodora Andrews, describes 496 publications from the past 15 years, including reference works, personal narratives and fiction, research reports, publications on prevention and treatment, educational materials, and



Winning bumper sticker. This winning entry in a bumper-sticker contest sponsored by the Wisconsin Library Association was designed by Mary Struckmeyer of Madison, who won a holiday weekend for two at the Americana Lake Geneva Resort. The design, one of 37 submitted in the competition, was also used on a billboard in La Crosse during the WLA's conference there in October. Copies of the green-and-white bumper sticker are \$1.50 each, with quantity discounts available, from the WLA, 1922 University Ave., Madison, WI 53705.

items dealing with alcoholism, smoking, and other specific drugs. Includes author/title and subject indexes. 225 p., \$22.50 U.S., \$27 elsewhere from Libraries Unlimited, POB 263, Littleton, CO 80160-0263 (0-87287-476-1, 84-21284).

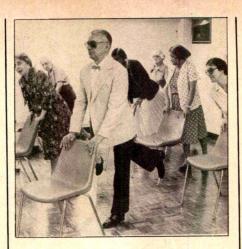
Drug Abuse and the Elderly documents the increasing attention paid in recent years to the misuse of drugs among older people. Compiler Douglas H. Ruben annotates 787 articles, books, and other documents about alcohol, illegal and legal drugs, epidemiology, mental health, geriatrics, education, and institutionalization. Includes journal, author, and subject indexes. 269 p., \$20 from Scarecrow Press, POB 656, Metuchen, NJ 08840 (0-8108-1677-6, 83-20463).

"Books against the Bomb," an article and bibliography by Grant Burns based in part on his Atomic Papers (AL, Jan., p. 67) appears in the Fall 1984 issue of New Pages, a tabloid publication devoted to the progressive book trade. The issue also includes a "No Nukes Newsletters" bibliography and an article on "Nukes in the Library" by Sanford Berman. Single copies are \$3, 6-issue subscriptions are \$12 from New Pages Press, 4426 S. Belsay Rd., Grand Blanc, MI 48439.

Travels in America, by Garold L. Cole, is an annotated guide to travel accounts written from the mid-16th century through the 1960s—concentrating on the 18th and 19th centuries—and appearing in periodicals between 1955 and 1980. The authors of the accounts include explorers, pioneers, emigrants, soldiers, peddlers, missionaries, and tourists. The 1,028 entries are arranged by region and indexed by traveler, place, and subject. 310 p., \$48.50 from University of Oklahoma Press, 1005 Asp Ave., Norman, OK 73019 (0-8061-1791-5, 84-40273).

### == special services ==

The Handbook on the Aging in the U.S. is comprised of 24 chapters dealing with various groups of older Americans. The 458-page volume, edited by Erdman B. Palmore, is divided into sections on demographic groups (such as the retired, the widowed, women, veterans, and centenarians), religious groups, ethnic groups, and groups presenting special concerns (such as the disabled, addicts and alcoholics, the institutionalized, homosexuals, and victims of crime). Most chapters cover the history and background of the group; its demographic, psychological, and socioeconomic characteristics; organizations, programs, and services; research issues; and sources of further information. Appendixes list academic and research centers on aging and provide statistical information on the aged. \$49.95 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (0-313-23721-2, 84-4463).



Fitness for the Aging Adult with Visual Impairment features descriptions and photographs of over 50 exercises, many of them suited for the wheelchair-bound. Author Mary Alice Ross, an adapted physical educator at the Queens (N.Y.) Lighthouse for the Blind, also offers guidelines and suggestions for setting up an exercise program for elders with vision problems. 88 p., paper, \$5.95 from the American Foundation for the Blind, 15 W. 16th St., New York, NY 10011 (0-89128-125-8, 84-24285).

Spanish-language cataloging. The California Spanish Language Data Base (CSLDB), a nonprofit organization devoted to improving information access for U.S. Hispanics, is now offering a new Spanish-language cataloging service. SPANCAT offers high-quality original cataloging data for Spanish-language materials, upgrading and updating of existing cataloging data, bilingual subject access, and retrospective conversion. Available cataloging formats are MARC-coded worksheets, catalog cards, tape output, direct input into utilities with remote dial-up access, and book and COM catalogs.

Prices are \$6.25 per title for cataloging, and 75¢ per heading for bilingual subject headings without cataloging. Estimates are available for backlog cataloging, retrospective conversion projects, and output products. For more information contact Vivian M. Pisano, Program Manager, CSLDB, 604 William St., Oakland, CA 94612 (415-893-8702).

CSLDB has also launched a new publishing program, Floricanto Press, specializing in bilingual children's books and Hispanic-related reference titles. The first two reference projects slated for publication are *The Chicano Public Catalog*, a list of suggested materials for public-library collections, and a supplement to *Bilindex*, a bilingual subject-heading thesaurus.

The press is seeking manuscripts aimed at children aged 5 through 9, suitable for publication in a bilingual format and presenting a multi-ethnic environment in a positive, non-stereotypical fashion. Send manuscripts and inquiries to Claire A. Splan, Associate Publisher, Floricanto Press, CSLDB, POB 4273, Berkeley, CA 94704.

For disabled people, microcomputers

"can make the difference between communication and isolation, between productivity and nonproductivity, between independence and dependence," says computer guru Peter McWilliams in the introduction to his Personal Computers and the Disabled. The bestselling author uses his usual combination of humorous commentary and lucid advice to tell how computers can help people with impairments in vision, hearing, speech, movement, and learning abilities. The 416-page paperback also includes general information on computers, including an evaluative "Brand Name Buying Guide': taken from McWilliams' other guides. A lengthy resource list provides names and addresses of associations, government agencies, and publications offering support or training for disabled people. \$9.95 from Doubleday & Co., 501 Franklin Ave., Garden City, NY 11530 (0-385-19685-7).

Frank G. Bowe wrote Personal Computers and Special Needs "to put in the hands of handicapped people the knowledge that can revolutionize their lives." The former executive director of the American Coalition of Citizens with Disabilities, who has been deaf since birth, shows how disabled people can use microcomputers to open employment opportunities, live independently, and learn more effectively. Rowe profiles people with disabilities who have changed their lives through computers, describes computers and adaptive devices designed for disabled people, and lists organizations and print resources. 171 p., paper, \$9.95 from Sybex, 2344 6th St., Berkeley, CA 94710 (0-89588-193-4, 84-51240).



Rick Pilgrim, a quadriplegic able to move only his eyes and mouth, works from his bed as a systems analyst using a voice-entry system for his personal computer. Pilgrim is among the disabled computer-users profiled in Personal Computers and Special Needs.

Reparacion de automoviles. The Chilton Book Company has expanded its line of Spanish-language automobile-repair manuals with four new titles. The Spanish Auto Repair Manual, 1976–83 (cloth, \$22.95) offers comprehensive service procedures for the most popular domestic and import manufacturers. New editions in Chilton's Spanish Repair and Tune-Up Guides series are Chevrolet/GMC Pick-Ups, 1970–82, for all full-size models including four-wheel drive and diesel engines; Ford Pick-Ups 1965–82, for all models in-

cluding four-wheel drive and diesel; and Toyota 1970 – 79, for all U.S. models (paper, \$10.95 each). Chilton has also published a second edition of the Spanish-language version of Chilton's Easy Car Care for beginning doit-yourself mechanics (paper, \$12.95). Chilton Book Co., Radnor, PA 19089.

Learning disabilities journal. The Journal of Reading, Writing, and Learning Disabilities is a new quarterly publication that will feature: articles on such subjects as recent diagnostic developments, state-of-the-art technology, and legal questions; abstracts of articles from other journals (incorporating the Chicorel Abstracts to Reading and Learning Disabilities); directories of special education software, audiovisual materials, and schools; an index of reviews of books on special education; and a calendar of conferences, seminars, and other events.

One-year subscriptions are \$95 for libraries and \$55 for individuals from the American Library Publishing Co., 275 Central Park West, New York, NY 10024 (0748-7630).

**Disabled employees.** Two new brochures from the President's Committee on Employment of the Handicapped are designed to help put supervisors and coworkers at ease with disabled workers. Supervising Handicapped Employees and Working with Handicapped Employees touch on such topics as types of disabilities, job performance evaluation, worksite modifications, and sources of additional information. Single copies of the two brochures are available free from the President's Committee on Employment of the Handicapped, Washington, DC 20210.

### resources



My Darling Clementine, the classic John Ford western starring Henry Fonda and Victor Mature as Wyatt Earp and Doc Holliday, is the first subject in the new Rutgers Films in Print series. Each volume will focus on a single film, publishing the script, critical essays, interviews, still photos and frame enlargements, and other material. The 196-page Clementine volume is \$24 cloth (0-8135-1050-3) and \$9.95 paper (0-8135-1051-1) from Rutgers University Press, 30 College Ave., New Brunswick, NJ 08903.

A renewable energy resource. The Conservation and Renewable Energy Inquiry and Referral Service (CAREIRS) is a free service providing the public with information on solar energy, wind energy, energy conservation, wood heating, geothermal energy, small-scale hydroelectricity, and other renewable energy technologies for residential and commercial needs.

Operated under contract to the U.S. Depart-

ment of Energy, CAREIRS distributes over 170 free fact sheets, bibliographies, and pamphlets. In addition, the service maintains contact with a nationwide network of public and private organizations to answer highly technical or regionally specific inquiries.

The service's nationwide toll-free number is 800-523-2929 (800-462-4983 in Pennsylvania, 800-233-3071 in Alaska and Hawaii). Inquiries can also be sent to Renewable Energy Information, POB 8900, Silver Spring, MD 20907.

Computer-age abbreviations. Subtitled "The Comprehensive Dictionary of Abbreviations and Letter Symbols for the Computer Era," Abbreviations was produced in response to the need for a "shortened language" for data entry, storage, transmission, and output. With this purpose in mind, the dictionary is limited to short forms for words and omits acronyms and initialisms.

Arranged in two volumes—word-to-abbreviation and abbreviation-to-word—the guide contains over 70,000 entries—twice as many as any previous abbreviations dictionary, according to the publisher. 874 p., \$98 from Pierian Press, POB 1808, Ann Arbor, MI 48106 (vol. 1 0-87650-179-X, vol. 2 0-87650-183-8; 84-60677).

Science short and sweet. The Concise Science Dictionary offers brief, straightforward definitions of over 7,000 terms from physics, chemistry, biology, the earth sciences, and astrology. Key terms in mathematics and computer technology are also defined.

Aimed at science students who need explanations of unfamiliar words in disciplines other

Software Showcase:

### Custom-made library skills exercises

The Skills Maker program enables users to create and print library skills exercise sheets customized to the holdings of a particular library. Four lessons teach the card catalog and location skills, two lessons deal with the *Readers' Guide*, and one covers reference skills. Each student receives a different set of questions, and the program also prints a complete answer key for each set of exercises.

The librarian designing the exercises chooses the books, authors, call numbers, and subjects to be used and then enters them onto the disks. The exercise sheets are generated from that data. Any item can later be changed or replaced if it turns out to have been a poor choice.

The program is based on Formats: A Kit to Teach Students How to Find Things in the Library by Themselves, a set of printed forms with a manual developed by Robert Skapura 10 years ago. Skapura computerized his original publication for his firm, the

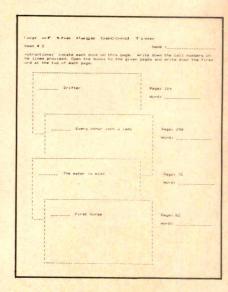
Library Software Company.

The first four lessons teach students the parts of a catalog card; the kinds of catalog cards; and how to find books knowing call number, title, or subject.

The Readers' Guide exercise sheets are already on the disks, covering the volumes from the past 15 years; libraries that do not own all these volumes may edit the entries to reflect their holdings. (A disk for the Abridged Readers' Guide is available as an option).

The reference skills exercises can be answered with encyclopedias, dictionaries, atlases, and almanacs; as in the other exercises, specific questions can be changed if the answer is not available in a library's collection.

Skills Maker, which runs on the Apple IIe or IIc with two disk drives, is priced at \$89.95. For more information write the Library Software Co., P.O. Box 23897, Pleasant Hill, CA 94523 or phone 415-943-1413.



A library skills exercise sheet produced by Skills Maker.

than their own, as well as at nonscientists who may encounter scientific terms in work or general reading, the dictionary features extensive cross-referencing and line drawings, diagrams, and tables. 762 p., \$22.50 from Oxford University Press, 200 Madison Ave., New York, NY 10016 (0-19-211593-6).

Music materials. The New Grove Dictionary of Music Instruments documents the history of the field with an international scope. The three-volume work updates and revises entries from The New Grove Dictionary of Music and Musicians, as well as expanding the earlier work in many areas. For instance, where The New Grove included entries on only 300 of the most important non-Western instruments, the new dictionary contains over 10,000 non-Western entries; and there are over 200 articles on electronic instruments, previously treated within a single entry. The instruments dictionary also profiles over 1,000 instrument makers and inventors and includes more than 1,600 photographs and drawings. 2,800 p., \$350 from Grove's Dictionaries of Music, 15 E. 26th St., New York, NY 10010.

The fourth and final work in ALA's Sources of Information in the Humanities series, the Research Guide to Musicology serves as both a reference tool and an aid to collection development. Like previous entries in the series, the guide is divided into two parts: part one features essays by James W. Pruett surveying the field,

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discussing different areas of inquiry in musicology such as historiography and periodization and examining music history chronologically, from the music of antiquity through the 20th century. Part two is an extensive, annotated guide to reference sources in musicology, compiled by Thomas P. Slavens. Approx. 168 p., \$30 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (0-8389-0331-2, 84-24379).

### video:

**TV Turnoff tips.** When the Farmington (Conn.) Library Council organized its "TV Turnoff," in which over 1,000 residents gave up television for a month, the effort was widely publicized in the national media, including *American Libraries* (Mar. 1984, p. 126).

For communities wishing to follow Farmington's example, the council has compiled a kit of materials on the project. The packet contains background on Farmington's program, suggestions for planning a TV Turnoff, a list of activities to do during the Turnoff, letters from Farmington educators and parents on the Turnoff's effects, an evaluation of Farmington's experience, a review of selected research on television and children, and bibliographies. The kit is \$7.50 from the Farmington, CT 06032.

Off-Air Videotaping in Education: Copyright Issues, Decisions, Implications covers the legal issues that are developing as greater numbers of teachers use television programs in the classroom. Author Esther Rita Sinofsky describes the history and controversy surrounding the issue, as well as gathering the text of important copyright laws and educational guidelines in one source. The 163-page volume also includes a glossary of relevant legal terms, a set of frequently asked questions and answers for quick reference, and a bibliography. \$27.50 from R.R. Bowker Co., POB 1807, Ann Arbor, MI 48106 (0-8351-1755-8, 84-18396).

**Problem patron on videotape.** At the same time the Ann Arbor (Mich.) Public Library was preparing its controversial rules on patron behavior (AL, Jan., p.7), staffers were also working on a training film, "Managing Difficult Situations in the Library."

The videotape was designed to replace the annual in-service training courses that the Washtenaw County Community Health Center has been conducting at the library for 12 years. Ruth Schelkun, director of community services at the health center, told AL that the public school system provided the videotape and technical assistance. Mental health experts and librarians suggested the situations and acted the roles. "Eighty percent of the film was library-staff generated," Schelkun said. "We think it's great."

The videotape is available in ¾-inch U-matic, ½-inch Beta, and ½-inch VHS format,

for sale or rental. One videocassette with a single participant's manual plus a 'master' that may be copied is \$95; a video package including the cassette, a trainer's tape including a didactic and 'trigger' situations, a participant's manual, master, and trainer's instructions, is \$175; and rental of the videocassette is \$30. Shipping charges at the five-pound UPS rate must be added. Send order and make check payable to Washtenaw County Community Health Center, Attn: Ruth Schelkun, 2929 Plymouth Rd., Suite 208, Ann Arbor, MI 48105 (313-994-2601).

**Video begins at home.** Two new paperback guides to amateur home video production also offer valuable tips to libraries producing inhouse videotapes.

The Complete Guide to Home Video Production, by Pamela Levine, Jeffrey Glasser, and Stephen Gach, is subtitled "A 10-step guide for making your own television program." The 10 steps, each receiving a chapter with worksheets, charts, and illustrations, are: analyzing the event, planning the production, checking the location, picturing the action, making the script, setting up the shoot, taping the event, reviewing the footage, building the tape, and presenting the program. 160 p., \$10.95 from Holt, Rinehart, and Winston, 521 5th Ave., New York NY 10175 (0-03-071082-0, 83-26462)

Martin Porter's Complete Guide to Making Home Video Movies features sections on video recorders, cameras, lighting, audio, preproduction, directing, editing, troubleshooting, and other aspects of home video. The 192-page, illustrated manual also offers a brand-name buyer's guide describing available portable VCRs, cameras, and accessories. \$7.95 from Simon & Schuster, 1230 Avenue of the Americas, New York, NY 10020 (0-671-50854-7, 84-13901).

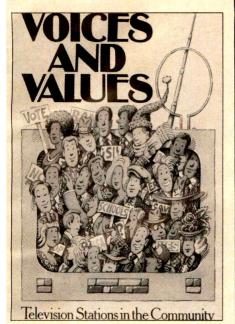


"Setting up the shoot" from The Complete Guide to Home Video Production.

A multi-standard VCR that can play video-cassettes produced in foreign countries has hit the market. American VCRs and TV sets, which use the NTSC standard of 525 scan lines and 60 frames per second, are not capable of playing back tapes recorded in the PAL format (used in England, most of Western Europe, and other nations) or the SECAM format (used in France, the USSR, Eastern Europe, and elsewhere). However, the Image Translator allows

a VCR to play PAL or SECAM tapes on any TV or monitor.

. The Image Translator can be installed on any recent (microprocessor-controlled) VHS-format VCR for around \$400. The device is also available on a specially modified, full-featured GE-brand VCR for \$795. Instant Replay, 2951 S. Bayshore Dr., Coconut Grove, FL 33133 (305-448-7088).



Public service programming. Voices and Values: Television Stations in the Community depicts ways that broadcasters serve their communities both on and off the air. Produced by the Television Information Office, A TV-industry trade group, the 130-page paperback describes locally produced shows dealing with such topics as the family, education, health, social problems, minority groups, local government, and the environment. \$7.95 from the TIO, 745 5th Ave., New York, NY 10151 (84-51517).

### tech services:

Government docs and AACR2. Cataloging Government Documents: A Manual of Interpretation for AACR2 is designed to be used with AACR2 in cataloging government documents. It addresses two important topics: the rules in AACR2 that need clarification regarding their application to government documents, and guidelines for aspects of government documents cataloging not covered by AACR2. The manual is organized like AACR2 and rule numbers are the same.

The ALA Government Documents Round Table, Documents Cataloging Manual Committee, prepared the manual; Bernadine Hoduski coordinated the effort and edited the work. The committee worked closely with the Library of Congress, the Superintendent of Documents, and the Federal Library Committee in developing rule interpretations best suited for documents. 272 p., \$49 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (0-8389-0388-6, 83-3754).

How to name that serial. You Name It! Helpful Hints for Editors of Canadian Journals, Reports, Newspapers, and other Serial Publications spells out what publishers can do to aid identification and proper citation of their serials. The 42-page paperback describes how clarity and consistency in titles and use of accepted rules and standards for display, abbreviation, coding, etc., can promote good bibliographic access to serials in online and manual systems.

Karen Franklin wrote the guide for the Committee on Bibliography and Information Services for the Social Sciences and Humanities, a committee of the National Library of Canada Advisory Board. Chapter headings include "Choose Your Title Carefully," "Is a Title Change Really Necessary?" and "Be Proud of Your Title." Advice on numbering, handling conference publications and supplements, and related topics is also given. Text is in English and French. Free from the National Library of Canada, Publications Section, Public Relations Office, 395 Wellington St., Ottawa, ON Canada K1A ON4 (0-662-52774-7).

Subject access sufficiency. Subject Cataloging Critiques and Innovations, edited by Sanford Berman, attempts to identify the weaknesses of current subject cataloging and suggest improvements. It also reports on subject cataloging innovations at various U.S. libraries. Among the book's topics are subject headings for children's fiction, subject access to health information, PRECIS as an alternative for subject access, and multilingual access. Berman has written five chapters covering such areas as sex equity in subject cataloging, subject access to Judaica materials, "teen" subject headings, and tools for "tinkering" with subject access.

Previously published as *Technical Services Quarterly*, Vol. 2, Nos. 1/2, Fall/Winter 1984, the 252-page hardcover is \$22.95 from Haworth Press, 28 E. 22nd St., New York, NY 10010 (0-86656-265-6, 84-10554).

Research Co. in December began publishing bimonthly cumulations of the Library of Congress Subject Headings Weekly Lists. The cumulations interfile additions and changes to LC subject headings made by LC's subject cataloging division in one alphabetic sequence. The bimonthly issues also include cumulations of two other LC lists: Children's Literature Subjects and Headings Used on Annotated Cards, and the Name Authority File.

Gale cautions that subject headings in the cumulations are not necessarily in final form. Final forms appear in the annual supplement to Subject Headings in the Library of Congress. However, the bimonthly cumulations are offered for librarians' use prior to publication of the annual supplement.

A subscription to the Weekly Lists cumulation is \$225 for 1984 and \$335 for 1985 from Gale Research Co., Book Tower, Detroit, MI 48226 (ISSN 8755-366X, ISBN 0-8103-1096-6).



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Small Library Computing Inc. 48 Lawrence Ave. Holbrook, NY 11741 (516) 588-1387 A new service of American Libraries, "Bulletin Board" provides expanded coverage in areas of profuse activity. Lorene McWaters is department editor.

#### **Databases**

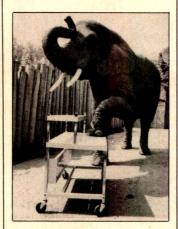
An acid rain information service, with bimonthly abstracts, annual index, and full-text documents on microfiche, is offered by EIC/Intelligence, Dept. of Marketing Services, 48 W. 38th St., New York, NY 10018; 800-223-6275 (collect in N.Y., 212-944-8506). Information Access Co. announces InfoTrac, a comprehensive reference database system of citations from more than 1,000 business, technical, legal, and general interest periodicals. InfoTrac is stored on a 12" videodisc that can be computer-searched by up to four people at a time on a multi-station setup. Subscribers receive an updated disc every month. Contact: Information Access Co., 11 Davis Dr., Belmont, CA 94002: 800-227-8431. 

IAC has added Time, Life, People, Fortune, Sports Illustrated, and Money, all published by Time, Inc., to its Magazine ASAP database. Fortune and Money will also be included in Trade & Industry ASAP. The firm has also been appointed U.S. representative for three of London-based Finsbury Data Services business databases. ☐The WESTLAW computer-assisted legal research service has added two databases, one relating to federal admiralty and maritime law and practice, the other dealing with federal regulation of the commercial broadcast, cable, and print media. West Pub. Co., 50 W. Kellogg Blvd., POB 43526, St. Paul, MN 55164.

### **Product Potpourri**

□ Available in eight colors, Highsmith Poly Tape for book repairs conforms to book shapes and contours while maintaining flexibility. Featuring a non-cracking polypropylene surface that seals out moisture, the tape can be written on with feltitip pens. For a free Highsmith catalog call 1-800-558-2110 (in Wisc., 1-800-558-3313) or write Catalog 27L, POB 800, Hwy. 106, E., Fort Atkinson, WI 53538.

☐The **TapeChek** 320 can inspect and clean a T-120 VHS videotape in less than two minutes, removing dust, dirt, and loose oxide, and reporting the number of defects detected. Research Technology International, 4700 Chase Ave., Lincolnwood, IL 60646; 800-332-7520 (in III., Alaska, and Hawaii, 312-677-3000).



Sturdy computer table

According to a Bretford, Inc., spokesperson, the model EC15 computer table is so sturdy it has doubled as a foot-rest for an elephant. Imagine how it should stand up under conventional conditions. Bretford Manufacturing, Inc., 9715 Soreng Ave., Schiller Park, IL 60176.

□The Forox SSA camera, designed for slide, videotape, and 16mm film work, is being used at Yale University School of Medicine to produce microfiche at just \$3 per copy. According to Yale's William A. Guth, the microfiche can be produced in-house for hundreds of dollars less than an outside firm might charge. Information: Donald B. Cameron, Siesel Co., 845 Third Ave., New York, NY 10022.

□XCP, Inc., offers systems for vending or monitoring use of computers, copiers, and reader/ printers with coins or credit cards. Write: XCP, Inc., 8 W. Main St., Dryden, NY 13053; 607-844-9143. ☐The Coin Controller Unit (CC-2) plugs into the expansion slot of any Apple II, II+, IIe, or Apple II-compatible computer, allowing the owner to rent 1-255 minutes of computer time per coin. The unit is \$395, plus \$20 for postage and handling, from RPM Computer Consultants, 112 Brandywood Ln., Battle Creek, MI 49017. Sharp Electronics Corp. has introduced a coin-operated copier with a personality. The SF-815CN features a voice synthesizer that guides the operator through the copying process—from aiding in selection of paper size to reminding the user to remove the original. For information: Joseph Castrianni, Copier Products Division, Sharp Electronics, 10 Sharp Plaza, Paramus. NJ 07652: 201-265-5600.

Gestetner Corp. introduces the model 214ORE Plain Paper Copier, capable of producing both enlargments and reductions of documents at 40 a minute. Gestetner Corp., Gestetner Park, Yonkers, NY 10703.

☐Gaylord Bros. library supplies, including microcomputer accessories and furniture, processing materials, shelving, and preservation aids, are listed in the 1985-86 catalog, with 300 new products among 25,000 items. Free from Gaylord Bros., Box 4901, Syracuse, NY 13221.

□3M products for use in schools and libraries—including a complete line of tapes and dispensers, Post-it brand note pads, and diskettes and diskette accessories, are listed in a brochure from: "Products for Schools and Libraries," 3M, Dept. CS84-99, POB 33600, St. Paul, MN 55133-3600.

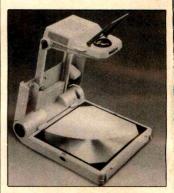
☐ Handi-Stand, a handsome, one-piece **bikestand** made of sturdy, lightweight polyethylene has tapered wheel slots with installation materials from PECO, Inc., POB 02156, Portland, OR 97202; 503-233-6401.



Handy bikestand

☐Two markers for use on computer software are being marketed by the Sanford Corp. of Bellwood, IL 60104. Both the Diskribe, for use in labeling disk sleeves, and the Label

pen, designed to write on slick-label surfaces of disks, diskettes, and VCR cassettes, feature quick-drying, permanent ink. ☐The POP-1 (Portable Overhead Projector) weighs just 15 pounds and can fit under an airplane seat when folded, yet can magnify 11¼″ documents up to 8.5X. \$795 from Eiki International, 27882 Camino Capistrano, Laguna Niguel, CA 92677; 714-831-2511.



Lightweight projector

### **Contracts & Agreements**

Geac Computers, Inc., Woodland Hills, Calif., and the Smithsonian Institution Libraries have reached a \$1.4 million agreement to install Geac's Library Information System in the Smithsonian of Washington and its 15 branch libraries. Doelz Networks of Irvine, Calif., will install a \$600,000 data communications network that will connect the Chicago Public Library's 87 facilities with multiple Tandem computers in the central library. 

The Texas A&M Medical Sciences Library, MITRE Corp.'s Washington Center in McLean, Va., the Los Rios Community College District in Sacramento, and the Cedars-Sinai Medical Library in Los Angeles have acquired the LS/2000 minicomputer-based local library system from OCLC of Dublin, Ohio. Blackwell Library Systems, Inc., Great Neck, N.Y., has installed its Level 21/2 Package—consisting of the PERLINE, BOOKLINE, and Word Processing Systems—at the Health Sciences Library of the University of North Carolina, Chapel Hill.

☐The East Chicago (III.) Public Library main library and 3 branches plan to go online with an automated

circulation system, materials booking and acquisitions subsystems, and an online public access catalog provided by CL Systems. In addition, the new library at the New Mexico Military Institute in Roswell and the East Baton Rouge (La.) Library will both go online in '85 with the LIBS 100 System 73 from CL Systems, Inc., of West Newton, Mass. Dynix, Inc., of Provo, Utah, has announced contracts for turnkey systems in three libraries: Bellingham Public Library, Wash.; Brigham Young University—Hawaii campus; and the Burlington County Library System, N.J. After a sixmonth demonstration project and a year of full service, the Westchester (N.Y.) Library System renewed its contract for bibliographic network services with UTLAS of Toronto. ☐The Broward Co. (Fla.) Main Library, with 40% of its holdings on microform, has purchased 21 Minolta RP 405E Reader/Printers. The RP 405E accepts virtually all microforms, positive or negative.

#### **Grants-In-Aid**

□Two \$4,000-stipend plus tuition fellowships, priority to minorities and/or disadvantaged persons, deadline July 1. Director of Admissions, College of Library and Information Services, University of Maryland, College Park, MD 20742; 301-454-3016. □Two \$500 post

graduate study scholarships and a \$2,000 research grant. Chinese-American Librarians Assoc., Eunice Ting, 2537 Cordelia Rd., Los Angeles, CA 90049; 213-825-5801. □Two \$4,000-stipend plus tuition fellowships in library and information networking, deadline April 1. Ethel Bloesch, School of Library & Information Science, University of Iowa, 3087 Library, Iowa City 52242; 319-353-3644. □One \$6,000-stipend plus tuition fellowship, priority to racial or ethnic minority members, deadline May 15. Carol L. Learmont, Associate Dean/ Admissions, School of Library Service, Columbia University, 516 Butler Library, New York, NY 10027; 212-280-2292. One \$1,000 fellowship to foster advances in acquisitions or technical services, to be awarded to a practicing librarian. \$1,000 fellowship to be awarded to a student working on doctoral dissertation on academic librarianship. Deadline for each is December 1, 1985. Sandy Whiteley, Associate Executive Director, ACRL/ALA, 50 E. Huron St., Chicago, IL 60611. A \$1,000 scholarship for candidate with demonstrated interest in serving Spanish speaking peoples, deadline May 1. REFORMA Scholarship Committee, c/o Salvador Guerena, Coleccion Tloque Nahuaque, University Library, UCSB, Santa Barbara, CA 93106.

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#### (ALA and you cont. from p. 192.)

primarily from titles reviewed in *Booklist*. 160 p., \$15, SO:ABCDGH (0-8389-3312-2, 84-12420).

### **= ala help exchange =**

• CCRAX, the Coordinated Committee on *Realities* and *Alliance for Excellence*, seeks information on how groups are distributing, discussing, and applying the recommendations of the two reports.

CCRAX was appointed last year by ALA President E. J. Josey to follow through on the recommendations of these two library responses to A Nation at Risk. Members of the ad hoc committee are Rebecca T. Bingham, William De John, and Virginia H. Mathews, chair.

Write Virginia Mathews, POB 4327, Hamden, CT 06514.

• "Intellectual Freedom: Still Under Construction" is the theme of the membership drive recently launched by the Intellectual Freedom Round Table, advises Laurence T. Miller, IFRT membership promotion chair.

IFRT urges all ALA members who want to get involved in the defense of intellectual

freedom to join the round table. IFRT supports librarians embattled in censorship controversies, monitors intellectual freedom developments important to libraries and information services, plans conference programs, and rewards exceptional achievement through the John Phillip Immroth Memorial Award and the State Program Award. Dues for individuals or institutions are \$5. Contact Nancy Herman, IFRT liaison, at ALA Headquarters.

• The Association for Library Service to Children/Public Library Association Task Force on the Development of a Preschool Project seeks information on public library services and projects other than traditional story hours for children up to six years old, their parents, or their caregivers, including commercial and family home day care.

Librarians and other administrators who have offered nontraditional services are requested to send local materials or publicity about the projects. Please include a one-page description of objectives, size and age of audience, funding amount and sources, any cooperating agencies, methods of service, and an evaluation. Ideas for such projects are also welcome.

Information for the task force research project should be submitted by April 15 to: Craighton Hippenhammer, ALSC/PLA Task

Force on the Development of a Preschool Project, Cuyahoga County Public Library, 4510 Memphis Ave., Cleveland, OH 44144 (216-398-1800).

• The Association for Library Service to Children and the Young Adult Services Division seek a new editor for the quarterly Top of the News for a three-year term beginning with the winter 1986 issue. The volunteer position involves an average of sixto-eight hours a week.

Applicants should submit, by May 24, a letter expressing interest, a resume of professional experience, and samples of articles written or edited. Address *Top of the News*, 50 E. Huron St., Chicago, IL 60611.

ALA Handbook distribution. The ALA Handbook of Organization 1984 – 85 will be mailed (without request) to all personal members who hold an office or an appointment in ALA and its units.

The ALA Handbook of Organization and Membership Directory 1984 – 85 was mailed (without request) in November 1984 to all organization members.

If you are an ALA personal member who holds no office or appointment and you wish a copy of the 1984 – 85 handbook, send a note of request for your free copy (include your membership number) to: Elaine Wingate, Executive Office, ALA, 50 E. Huron, Chicago, IL 60611.

### **currents**







Eloise Fasold

Lawrence McCrank

Names are listed alphabetically, except when announcements for a single organization are grouped together. In such cases, see: references are provided from each individual's name.

Recent staff changes at Blackwell North America include the resignation of BRIAN AVENEY as director for R&D and the appointment of MARTHA RICHARDSON as manager of sales for Blackwell's new automated serials check-in system, PERLINE. Aveney has opened a library consulting firm, The Information Works, in El Granada, Calif., and has also become editor of Information Publishing, a new electronic journal; Richardson last served as networking director at the State Library of Iowa, Des Moines. 

The College of Information Studies Alumni Association of Drexel University, Philadelphia, Pa., recently presented its Distinguished Alumni Award to TONI CARBO BEARMAN, executive director of the National Commission on Libraries and Information Science. At Vanderbilt University, Nashville, Tenn., MARY BETH BLALOCK is now director of the Education Library and JUDITH L. RIEKE is serials librarian in the Medical Center Library. New library association presidents-elect are: FRANCES COLEMAN (Miss.); LEILA A. DRAUGELIS (Arizona Educational Media Association): MIRIAM ERICKSON (Wisconsin School Library Media Association); KENNETH NEAL (National Association of State Educational Media Professionals); and JANE ROBBINS-CARTER (Wis.). Robbins-Carter is also 1984 president of the Association for Library and Information Science Education. 

R. MICHAEL COLLARD is now library director at the Bureau of Indian Affairs Lukachukai Boarding School, Lukachukai, Navajo Nation, Ariz. 

Jan. 25 Jim DANCE, two-time recipient of ALA's John Cotton Dana Publicity Award, retired as public relations coordinator for Detroit (Mich.) Public Library after 30 years of service. WILLIAM DRACH: see Patricia White-Williams. 

LEILA A. DRAUGELIS: see Frances Coleman. 
MIRIAM ERICKSON: see Frances Coleman. 
In January ELOISE FASOLD became director of the Arapahoe Regional Library District, Englewood, Colo. She succeeds Arapahoe's first head, ANN KELVER, who retired.



☐ Recent appointments at Northwestern University Medical Library, Chicago, Ill., include:

CORRECTION. MARSHA VALANCE is the new library director at the Grand Rapids, Minn., Public Library (AL, Feb., p. 36.)

JAMES GARRETT as cataloger; GLORY KOSMATKA as reference librarian; JAMES SHEDLOCK as head of public services; and EDWARD TAWYEA as associate director. At OCLC, Dublin, Ohio, MARY ELLEN JACOB is now vice president, library planning, and MICHAEL J. MCGILL is vice president, research and technical planning. ANN KELVER: see Eloise Fasold. 
Feb. 1 SHEILA M. KLOS became head of the Architecture & Allied Arts Library at the University of Oregon, Eugene. 

GLORY KOSMATKA: see
James Garrett. 

JAY H. LAMBRECHT is now head of monographic cataloging at the University of Missouri-Columbia Libraries. 

LAWRENCE J. McCrank recently became dean of the library at Auburn University at Montgomery, Ala. MICHAEL J. McGILL: see Mary Ellen Jacob. DEBRA MILLER is now deputy county librarian at San Diego (Calif.) County Library. 

KENNETH NEAL: see Frances Coleman. 

NANCY ORTH is now head of circulation/reserve at the University of Connecticut/Storrs Babbidge Library. 

In May PETER J. PAULSON, director of the New York State Library since 1972, will become executive director of Forest Press, Albany, N.Y. Paulson is a past president of the New York Library Association and has also served as chair of ALA's Committee on Legislation. 

MARTHA RICHARDSON: see Brian Aveney. 

JUDITH L. RIEKE: see Mary Beth Blalock. 

JANE ROBBINS-CARTER: see Frances Coleman. 

In December KENNETH H. ROBERTS retired as chief of UNESCO's Section for Training Information Specialists and Users in the Division of the General Information Program in Paris, France. Recipient of the Alumni Achievement Award from Simmons College, Boston, Mass., his accomplishments include work on a 1963/64 pilot project that brought a public library system to a rural area of Madagascar. 

JAMES SHEDLOCK: see James Garrett.



☐ In December SANDRA SPURLOCK began a leave of absence from her post as assistant director for academic, clinical, and information services at the University of New Mexico Medical Center Library, Albuquerque, to serve as UNM's science and engineering library planning coordinator until the end of 1985. She will coordinate the planning activities of the library and various UNM departments affected by the creation of the university's new Science and Engineering Library. ☐ 1984-86 officers of the Chicago (Ill.) Public Library Employees Union include EVELYN STEWART as president and JOHN

WILLIAMS as vice president. 

EDWARD TAWYEA: see James Garrett. 
In April ROBERT M. WARNER, archivist of the United States, will become dean of the University of Michigan library school in Ann Arbor. 

PATRICIA WHITE-WILLIAMS, 1977 recipient of ALA's Louise Giles Minority Scholarship, is now library director of the Army Times Publishing Company in Springfield, Va. She succeeds WILLIAM DRACH, who retired. 

In January EVERETT C. WILKIE, JR., became the first Florence S. Marcy Crofut curator of rare books and manuscripts at the Connecticut Historical Society, Hartford. JOHN WILLIAMS: see Evelyn Stewart. 

The new chair of the Northeast Document Conservation Center's Board of Directors is FAY ZIPKOWITZ, director of the Rhode Island Department of State Library Services, Providence.

#### Deaths

Lucy Cutler, 32, lower school library media specialist at Forsyth Country Day School, Lewisville, N.C., died in November as the result of an auto accident. She had just returned from ALA's American Association of School Librarians conference in Atlanta. 

SEN. LISTER HILL (D-Ala.), 89, who retired from Capitol Hill in 1969 after a combined 45 years of service in both Houses, died Dec. 20. Considered to be the "father" of the Library Services Act of 1956, he was made an honorary member of ALA that year. BEVERLY RYD, freelance business librarian and library consultant, and 1977/78 chapter president of the Special Libraries Association's New York chapter, died in a small plane crash along with her husband on Nov. 17.

#### Librarians-Plus

Two Texas communities in search of managerial excellence for expanded city administrations recently headed straight for their library directors' offices. Independently, the cities of Beaumont and Hurst promoted library chiefs Maurine Gray and Allan J. Heindel to become their first directors of community services.

Gray, 1974 president of the Texas Library Association and chair-elect of its Public Libraries Division, had been Beaumont PL's head since receiving her MLS from North Texas State University, Denton, more than 18 years ago. Hurst, who also holds an MLS from NTSU as well as an MBA from the University of Houston, became director of Hurst PL after serving as corporate librarian at Columbia-Gulf Transmissions from 1974 to 1980.

Their new duties include overseeing the operation of the library and parks and recreation as well as such services as the Civic Center and the Health Department (Gray) and the cable television franchise (Heindel).

—B.G.

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\*The review appears in the 2/1/84 issue

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